



WOLGARSTON HIGH SCHOOL
Staffordshire




Anti-Bullying

A Statement of Policy

Date adopted by Governing Body:	June 2006	Date of last Review:	July 2011
Frequency of Review:	Annual	Next Review:	July 2012

Location:	T:\SCHOOL POLICIES AND PROCEDURES\Current Adopted Policies\Anti-Bullying (Re-Approved 5 Jul 2010).Doc
Author:	School Inclusion Group & Administration team
Readability Score:	20-21 Years

Signature of Headteacher:	 _____
Signature of Chair of Governors:	_____

H. Stemp signature to be placed here

Statement

All members of our school community are entitled to respect and consideration. We will not tolerate behaviour of any kind which causes distress to others.

Aim

To create an 'anti-bullying culture' within a safe and secure school environment by working to prevent instances in which students are subjected to bullying in any form and by dealing effectively with instances which do arise.

Definition

Bullying is the wilful, conscious desire to hurt another, or put another person under stress, causing uncomfortable and unhappy feelings in that person.

Bullying can take many forms: it can be physical; verbal – including homophobic or racial remarks; psychological, or it may occur through the use of modern technology, eg personal electronic devices or social networking internet sites such as Facebook, Twitter, MySpace or Bebo; these are more commonly referred to as "cyber bullying".

Objectives

- To raise whole staff, student, parent and community awareness of the nature of the problem and ensure their commitment to and support of this policy.
- To promote good classroom management by all staff to ensure the development of mutual respect and consideration amongst students.
- To use a variety of strategies within the curriculum to promote the establishment of our aim.
- To create and maintain communication structures within the school which will enable incidents of bullying to be properly reported.
- To follow clear and appropriate procedures for investigating incidents of alleged bullying.
- To work positively, in partnership with parents, over incidents of bullying and attempt to ensure appropriate treatment and support of "the victim" and "the bully".
- To identify possible "danger" areas and "safe" areas within the school and ensure appropriate supervision of these areas.
- To ensure our procedures reflect the duty of care we have as part of our responsibility for child protection and are a coherent part of our Behaviour Management Policy and Practice.

Dealing with Incidents of Bullying Towards Students

The Assistant Headteacher is responsible for recording and monitoring incidents. If you consider that a bullying incident has occurred, The Assistant Headteacher must be informed immediately.

a) Checklist for staff

- Never ignore a bullying incident;
- Act immediately;
- Challenge the bullying behaviour, and explain its offensive nature;
- Give sensitive support to the victim;
- Determine how much the perpetrator understands about his or her own behaviour;
- Inform the Assistant Headteacher

b) Action by Assistant Headteacher

- Investigate the incident thoroughly;
- Give sensitive support to the victim;
- Advise and counsel the perpetrator and then ensure that pastoral support is maintained by an appropriate person for them;
- Consider and take appropriate action;
- Contact both sets of parents, if appropriate. Explain the action the school took and relate this action to our policy;
- Keep the Headteacher fully informed;
- Where necessary, inform the Local Authority designated officer;
- Where necessary, inform the Chair of Governors.

c) Parental complaints

If a parent contacts the school with a complaint about a bullying incident, it must be directed to the Assistant Headteacher for their consideration. If necessary the complaints procedure will be followed.

Dealing with Incidents of Bullying Towards Staff

Where the victim of a bullying incident is a member of staff, this must be reported to the Headteacher, who has responsibility for instigating an investigation.

Bullying Behaviour Perpetrated by Member of Staff

The school will not tolerate bullying behaviour by staff. If a formal complaint is made against a member of staff and investigation reveals a breach of the policy and standards set down by Staffordshire County Council in its Anti-harassment and Workplace Bullying Policies, then the Council's disciplinary procedures will be used.

Commitment

As a school, we are committed to making continuous improvement in all aspects of school life. This statement of policy is dynamic in that it is subject to monitoring, evaluation and modification.

In addition, we are signed up to the annually accredited Staffordshire Anti-bullying Pledge (see Appendix 1). This means our policy and procedures are re-assessed each year before we can sign up again.

Responsibilities

Ultimate responsibility for this policy's introduction and implementation lies with the Head Teacher in consultation with the Governing Body. It is important to recognise that all staff, students and parents have an active part to play in the evolution, development and maintenance of this policy.