



What is Bullying?

The Office of Children and Young People's Services' Anti-Bullying Strategy defines bullying as a **persistent, deliberate attempt to hurt or humiliate someone**. There may sometimes be misunderstanding about the meaning of the term 'bullying': one-off incidents, whilst they may be very serious and must always be dealt with, may not fall within the definition of 'bullying'.

Types of bullying

There are various types of bullying, but most have three things in common:

1. It is deliberately hurtful behaviour.
2. It is repeated over time.
3. There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

Bullying may take various forms, including all prejudice-based and discriminatory bullying. This may be expressed in the form of physical, verbal, written, on-line or text abuse or ridicule, such as:

- Physical e.g. kicking, hitting, pushing, intimidating behaviour or interference with personal property
- Verbal/Psychological e.g. threats, taunts, exclusion, name-calling/verbal abuse or spreading of rumours
- Racist Bullying e.g. based on differences of race, colour, ethnicity, nationality, culture or language
- Faith-based Bullying e.g. negative stereotyping, name-calling or ridiculing based on religion
- Sexist Bullying e.g. use of sexist language or negative stereotyping based on gender (including transgender)
- Homophobic Bullying e.g. name-calling, innuendo or negative stereotyping based on sexual orientation or use of homophobic language

- SEN/Disability Bullying e.g. name-calling, innuendo, negative stereotyping or excluding from activity based on disability or learning difficulties
- Gifted/Talented Bullying e.g. name-calling, innuendo, ostracism or negative peer pressure based on high levels of ability or effort
- Cyberbullying e.g. abuse on-line or via text message, interfering with electronic files, setting up or promoting inappropriate websites and inappropriate sharing of images from webcams/mobile phones

Recording and Reporting

Staff and students should report bullying either to the Vertical/Form Tutor, Head of School or Deputy Head (Pastoral). There is a variety of ways that bullying may be reported and we have introduced SHARE, our online reporting tool which students can readily access via the School website. Messages sent to SHARE are received by the DSL and the DDSL. When a student reports bullying, the possible paths to resolution will be explored with them before action is taken. Action will not be taken by staff without prior discussion with the victim.

All bullying incidents will be recorded in the *Incidents of Potential Bullying* in PLT meetings and reviewed on a termly basis. Such incidents will be a standing item at the half-termly Staff Meetings.

Procedures for Dealing with Bullying

- The victim and perpetrator will be interviewed and the seriousness of the incident assessed.
- The parents of the victim will be informed.
- The Head of School will determine whether to initiate the proceedings under the School's four level system.

Level 1: The perpetrator will, at the very least, be given a verbal warning and a note of this will be made in the *Incidents of Potential Bullying*.

Level 2: Following a second reported incident, the perpetrator's parents will be informed in writing.

Level 3: Following a third reported incident, the perpetrator and his/her parents will be seen by the Head of School and Deputy Head (Pastoral).

Level 4: The perpetrator will be seen by the Headmaster.

In serious cases the Head of School, in consultation with the Deputy Head (Pastoral), may decide to proceed immediately to a higher level in the process. In each individual case sanctions may be given as appropriate.

Support

If considered necessary, the Head of School will arrange support for the victim, which may include a meeting with his/her parents or a referral to the School Counsellor or School Nurse Service. The relevant Head of School will monitor matters to ensure that the student does not suffer further abuse. It is vital that the student lets a member of staff know if the bullying continues. Support for the perpetrator may sometimes be required.

How Students Know About the School's Anti-Bullying Policy and How to Report

Matters concerning bullying are addressed in:

Vertical/Form Tutor sessions

Parents' and Standards' Evenings

Whole School and Key Stage Assemblies

PSHE lessons

Across a broad range of other lessons (eg. RS, English, Drama, etc.)

Carrying out the Anti-Bullying Policy effectively is a powerful and very public means of alerting the students to the School's approach.

Monitoring

The School will monitor the extent of bullying in the School and the impact of its anti-bullying policy on a term-by-term basis through the Pastoral Leadership Team meetings and half-termly Staff Meetings. Furthermore, we will garner the views of students through Tutor Groups and the School Council. In addition, the efficacy of the policy will be a focus of the student and parent questionnaires on a three-year cycle.