



WHOLE SCHOOL ANTI-BULLYING POLICY AND SYSTEMS

Accepting that at some time or other, bullying happens in all schools, the most effective way forward is to develop a whole school policy and systems, in which everyone is involved, the governors, all staff, students and parents.

The school recognises that to be bullied is a distressing experience for anyone, particularly for a child. The effects can lead to unhappiness, loss of self-esteem and under achievement.

What does the school consider bullying to be?

Bullying is typically:

- ❖ Premeditated and deliberate
- ❖ Carried out by an individual or a group
- ❖ Behaviour designed to cause hurt
- ❖ Unprovoked and repeated over time
- ❖ Delivered from a perceived position of power
- ❖ Physical or psychological
- ❖ Cyber-bullying – bullying via the media of mobile phone and computer has become more prevalent

How do we recognise it?

Bullying manifests itself in a variety of ways such as:

- ❖ Demanding money and making threats*Spreading rumours, teasing, name calling, dirty looks and social exclusion
- ❖ Incessant hitting
- ❖ Deliberate damage of the victims' property.

What are likely to be the negative effects of bullying on students of the school if it is not dealt with?

- ❖ Signs of distress, anxiety and general unhappiness
- ❖ A bad effect on health causing stress-related physical symptoms
- ❖ Deterioration of the quality of work and not fulfilling potential
- ❖ Increasing absence
- ❖ Isolation
- ❖ A desire to remain close to adults
- ❖ The school is not providing a safe and educationally stimulating learning environment.

The whole school policy and systems are in place to enable everyone to:

- ❖ Feel safe and valued
- ❖ Know that effective systems of referral and support exist
- ❖ Know how and when to use the systems and referral and support.



What should students do if they feel unsafe and threatened by a bully or bullies?

- ❖ They should use the Pastoral System that exists in the school to seek support
- ❖ Advice on how to use the system is widely advertised throughout the school.

What should students do if they know that a friend is being bullied but has not referred the problem on?

They should talk the problem through with their friend then use the Pastoral System to seek support.

What if the student does not feel able to use the referral system directly themselves?

He/she should talk to anyone they trust. They should not keep such problems to themselves.

Who can they talk to?

- ❖ Any member of the Senior Leadership Team
- ❖ Their Progress Leader
- ❖ Their Tutor
- ❖ The Educational Social Worker
- ❖ The Youth Worker
- ❖ Any teacher
- ❖ Their Parents/Guardians
- ❖ Any other relative or friend

What should Parents/Guardians do if they discover that their child is being bullied at school?

They should inform the school immediately to express their concerns.

All Parents/Guardians will be assured that the problem will be dealt with by experienced staff and that they will be kept informed about the progress being made. Appointments with the child's Progress Leader to discuss the bullying and its consequences can be made if required.

What will the Progress Leader do about the problem?

He/she will:-

- ❖ Will begin to keep a detailed record of all actions being taken
- ❖ Endeavour to meet the student being bullied as quickly as possible to listen to the problem from their point of view and re-assure him/her that each step taken forward will be carefully thought out.
- ❖ Look up any records to see if this has happened before - are there any special circumstances to consider?
- ❖ Discuss the problem with child's tutor and possibly other members of staff to see if they have noticed any signs of distress, health problems, deterioration of the quality of work, isolation, increased absence or a desire to remain close to adults. Begin to investigate the details revealed by that stage. This is usually a time-consuming process which may involve seeing a lot of other students and treading carefully and

sensitively in order to not make matters worse.

- ❖ Keep the Parents/Guardians fully informed of progress
- ❖ Keep supporting the student being bullied with time to listen, help and advice.
- ❖ Raise awareness that there is a wide variety of support available
- ❖ In extreme cases there may be a need to involve an outside agency.

How will the bully or bullies be dealt with?

The sanctions available are detailed below but there is also an immediate need for bullies to be counselled about the effects of their actions on other people and be advised on how to begin to put it right.

What sanctions are available?

- ❖ General reprimand
- ❖ A reduction in student freedom
- ❖ A series of detentions during which the bully will have to copy out work which clearly lays out the effect of bullying on others
- ❖ Using the Daily report system
- ❖ Working with the Parents/Guardians of bullies to enlist their support
- ❖ Exclusion from school
- ❖ Possibly involve the Police.

What happens next?

- ❖ Checks will be made with the assistance of the tutor on the progress of the student who was bullied. There may be a need for assertiveness training.
- ❖ Further contact with Parents/Guardians if deemed necessary.
- ❖ Punitive treatment of the bully is not enough. Education and awareness raising strategies must always follow.

Training implications for staff including mid-day supervisors

Raising awareness of the school's anti-bullying policy and the procedures and mechanisms of its implementation.

The document "Bullying in Schools - Towards an Effective Response" from Wrexham County Borough, Education and Leisure Directorate has been very helpful as a framework on which to build and develop our anti-bullying policy.

This Policy will be reviewed on a regular basis in consultation with the Headteacher, Governors and Officers of Wrexham County Borough. It will be promoted through Assemblies, The Pastoral Programme, Personal, Social and Health Education lessons, Tutor group time, House and School Council Meetings, Staff Meetings and The Parent and Teacher Association.