

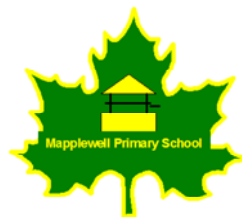


Darton Pyramid
Working Together

Darton High School

Anti-Bullying Policy

Summer 2009



Aim

At Darton High School we aim to create an environment where all members of the school community feel safe, respected and valued and where bullying cannot flourish.

Objectives

- Pupils, parents, carers and teachers will recognise that bullying and harassment are unacceptable. They will develop personal skills and supportive policies and practices to ensure it will not flourish within the school and the community;
- Pupils, parents, carers and teachers will work together to create a safe learning environment, based on mutual respect, tolerance and a respect for diversity;
- Bullying is a form of anti-social behaviour that is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that the incidents will be dealt with promptly and effectively;

What is bullying?

There are five recognised features of bullying:

- It is deliberate, hurtful behaviour;
- It is repeated over a period of time;
- It is difficult for those being bullied to defend themselves;
- It is difficult for those who bully to learn new social behaviours;
- Those who bully have and exercise power inappropriately over others.

Bullying can take many forms, but the main types are:

- **Physical** – hitting, kicking, taking belongings;
- **Verbal** – name calling, insulting, threats or intimidation, making offensive remarks;
- **Indirect** – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours;
- **Cyber** – tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted using text messaging, e-mail, instant messaging or any other type of digital technology e.g. social networking sites (BEBO, Facebook, MySpace);
- **Homophobic** –prejudice against lesbian, gay, transgender or bisexual people, using offensive homophobic language and name calling;
- **Disability** – prejudice against pupils and staff if they have a physical or mental disability using discriminatory language and actions;
- **Racial** – Prejudice against pupils and staff from ethnic minorities such as name calling or using racist language, racist graffiti, not being given equal opportunities and offensive literature.

All forms of bullying can be damaging to the development of both the person being bullied and the person bullying.

What are the effects of bullying on those being bullied?

Young people who are being bullied are being denied the opportunity to reach their full potential. Effects may be long term and include:

- Absenteeism;
- Fall in academic performance;
- Poor self esteem;
- Health problems;
- Isolation and failure to develop socially;
- Depression and suicide;
- Relationship difficulties.

Why must bullying be eliminated at Darton High School?

- Bullying hinders the positive development of young people;
- Students have a legal right to feel safe at school;
- The presence of bullying is not conducive to learning. The person being bullied is often unable to concentrate on his/her studies. The person who bullies is not learning important curriculum related skills such as being supportive and caring for others;
- A strong culture of consideration and co-operation where bullying does not occur improves the learning environment.

Bullying by race, gender, sexual orientation or disability

Racist bullying is likely to hurt not only the pupil but also other pupils from the same group and their families. All racist incidents will be dealt with promptly, firmly, consistently and systematically recorded.

- All staff will deal with incidents involving racism, harassment and name calling whenever they occur;
- Pupils will be encouraged to report all incidents involving racism, discrimination and harassment;
- All racist incidents and complaints of racist discrimination and harassment against staff or pupils will be formally recorded (see appendix);
- Incidents and their resolution are regularly reported to governors;
- Immediate action will be taken to remove any racist graffiti from school property.

Bullying by gender, sexual orientation and disability will also be dealt with promptly, firmly, consistently and systematically recorded

Procedures

1. All incidents of suspected bullying will be taken seriously;
2. All incidents will be investigated thoroughly;
3. A decision will be made as to whether it was a bullying incident;
4. A written report will be completed in response to the decision;
5. Action will be taken as quickly as possible;
6. Support will be provide for the pupil who has been bullied;
7. The bullies will be made aware of the consequences of his/her/their behaviour;
8. School will take steps to help the bully/bullies change their behaviour;
9. In serious cases parents will be informed and asked to come to a meeting to discuss the problem.

Outcomes

1. The bully/bullies may be asked to genuinely apologise. Other consequences may take place;
2. After the incident /incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place;
3. In serious cases exclusion will be considered.

Prevention

Through PSHCE, assembly and involvement in Anti-bullying week annually, aspects of personal and social behaviour will be taught so children can:

- Recognise bullying behaviour;
- Know that they should speak out;
- Have the confidence to do so if they are being bullied;
- Know who to speak to;
- Feel confident that they will be listened to and supported;
- Make them fully aware that bullying is a serious breach of the school rules and will not be tolerated.

Role of staff

- Be available. Make it known you are ready to listen and provide immediate support;
- Investigate every incident as soon as possible. Interview all parties individually first to avoid intimidation and produce an accurate report;
- If bullying has occurred record every incident;
- Follow up with action recorded on sheet;
- Seek advice if necessary;
- Monitor to ensure repeated bullying does not take place.

Working with parents

If parents contact school to report their child is being bullied their concerns will always be taken seriously.

We will:

- Recognise that parents may be angry or upset;
- Keep an open mind. Bullying can be difficult to detect, so a lack of staff awareness does not mean no bullying occurred;
- Remain calm and understanding;
- Make clear our school does care and something will be done;
- Explain the school policy and make sure procedures are followed;
- Seek support from outside agencies where necessary.

Recording and reporting bullying incidents

Bullying incidents will be systematically recorded and used to identify patterns of behaviour. By taking the positive action of recording incidents of bullying we are giving a clear message to parents, staff and the wider community that we take these incidents seriously and can become essential evidence if there is a dispute between the parties about how an incident of bullying has been handled.

The school will have a designated member of staff who deals with all bullying incidents.

Dissemination of policy

The governing body will approve the policy. All staff will have access to the policy. Parents can view the full policy on request. All new parents will receive a copy of the pyramid's Anti-Bullying leaflet.

Governor approval

This policy was presented to the Governing body Summer 2009 and received full approval. It is the same policy as used in other Darton Pyramid schools.

Date for Review: Summer 2011