

ANTI BULLYING POLICY: PRACTICAL GUIDANCE FOR PUPILS AND PARENTS

For Pupils - What can you do if you are being bullied?

- Tell yourself that you do not deserve to be bullied and that it is wrong;
- Try not to show that you are upset; try to look and sound confident;
- Try to ignore the bully; remember that they want a reaction and try not to give one;
- Stay with a group of friends/people. There is safety in numbers

Inform your Form Tutor or any other member of teaching staff as soon as you can. They will take you seriously and deal with the bullies in a way which will end the bullying and not make matters worse for you.

For Pupils - If you know someone is being bullied:

- Don't stand and watch; fetch help. Tell an adult immediately. Teachers have ways of dealing with bullying without getting you into trouble
- If a friend tells you that they are being bullied, try to persuade them to tell a teacher themselves. If this does not happen, you should tell a teacher yourself
- Do not be, or pretend to be, friends with a bully. Show that you and your friends disapprove
- Be sympathetic and supportive to someone who may be being bullied
- Be careful about teasing people or making personal remarks; if what you are about to say may be hurtful, do not say it.

Guidance for Parents:

- Watch for signs of distress in your child; for example, they suddenly may not wish to attend school, feel ill regularly, or not complete work to a normal standard
- If you feel your child may be a target of bullying behaviour, inform the school immediately with as many details as you can. Your complaint will be taken seriously and appropriate action will be taken
- Discourage your child from hitting back as this will only exacerbate the issue
- Encourage your child to talk to his/her Form Tutor about any worries
- Offer reassurance that informing the school will not make matters worse, but will allow staff to deal with the issue.

Guidance for Staff (proactive and preventative action):

- Offer positive role models in terms of mutual respect, listening and problem solving
- Be aware of early signs of distress or withdrawal in pupils
- Always listen, take seriously and act upon information received

- Ensure that all accessible areas of the school are patrolled effectively
- Use any opportunity to discuss aspects of bullying and the appropriate way to behave towards each other, eg the Curriculum, assemblies, form time, the PSHE programme
- Build positive self-images among the pupils
- Commend appropriate behaviour
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary

If bullying is suspected, we talk to the suspected target of bullying, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:

- The target of bullying is offered support
- The perpetrator is reprimanded, punished appropriately and warned that there must be no recurrence of such anti-social behaviour. At the same time, pupils who bully others are given suitable help and guidance. In serious cases, acts of bullying can lead to suspension or exclusion
- Parents are informed where appropriate.