

Wallingford School – anti-bullying policy

"Providing safe and happy places to learn is essential to achieving school improvement, raising achievement and attendance, promoting equality and diversity, and ensuring the safety and well-being of all members of the school community."
(DfE, 2007).

At Wallingford School our aim is to send students into the world able and qualified. The able part of that is hugely important to us, and we aim to foster a healthy and safe community where individuals take responsibility for themselves and show respect for others emphasising the importance of positive relationships amongst all members of the school, and wider, community.

Statement of Intent

Wallingford School is committed to ensuring that students learn in a supportive, caring and safe environment, without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all pupils should be able to feel supported and know that incidents will be dealt with promptly and effectively.

1. Definition

Bullying is any behaviour, which is deliberately intended to hurt, threaten or frighten another person or group of people. It is repeated and usually unprovoked and can continue for a prolonged period of time. It always reflects an imbalance and abuse of power. It is important that it must not be confused with the usual childhood/teenage squabbles and arguments where individuals “fall out” with one another.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on the issue of sexuality
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Cyber – all areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.
- Disability/SEN – because of, or focusing on a disability or special educational need.
- Home circumstance – targeting individuals who are looked after children or because of a particular home circumstance.

Bullying can therefore constitute any of the above activities within the context of the definition provided. Bullying may occur to anyone and this policy is inclusive of the bullying of school staff, whether by pupils, parents or other staff. (Members of the school workforce suffering from or concerned about bullying may also contact their union or professional association for support and advice).

Bullying can seriously damage a person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

2. Objectives

To prevent, de-escalate and/or stop any continuation of harmful behaviour.

To react to bullying incidents in a reasonable, proportionate and consistent way.

To safeguard the student who has experienced bullying and to trigger sources of support.

To apply disciplinary sanctions to the student causing the bullying and ensure they learn from the experience, possibly through multi-agency support.

3. Policy Aims

All students, parents, staff and governors should have an understanding of what bullying is.

Staff and governors should follow the school policy when bullying is reported or suspected.

All students and parents should know what bullying is and inform a member of staff if bullying arises.

Wallingford School will always take bullying seriously. We use a range of proactive and reactive strategies to combat and prevent bullying, and will adapt these accordingly to the given situation.

4. Reporting Procedures

Students can report concerns in different ways. Most commonly incidents will be reported: through a face-to-face conversation with an adult in school; by a peer; by a member of staff who has witnessed something in or outside the classroom; or by a parent getting in contact with the school.

In addition to this where students may not wish to have a direct face-to-face conversation there is also a Get Help button in the bottom right of school website homepage. This goes to an email address that is monitored daily during school hours by the DSL for the school.

If bullying is suspected or reported, the incident will be taken seriously and dealt with as quickly as possible by the member of staff who has been approached. A clear account of the incident will be recorded and passed to the Head of Year as well as being logged on CPOMS.

Heads of Year will investigate the incident in the first instance by interviewing all concerned, or directing the relevant members of staff to do so.

Form tutors and subject staff will be kept informed and asked to monitor the behaviour of the students concerned.

Parents will be kept informed and are discouraged from taking matters into their own hands and should not approach a suspected student but speak to a member of staff.

Each incident of actual or alleged bullying will be unique in its representation and its level of impact on the individuals concerned. Therefore, it is important that the school is given the opportunity to tailor a strategy to address the situation and to support the bullied student according to the particular incident/s.

Students who are victims of bullying will be offered the opportunity to discuss their experience with their form tutor or another member of staff, be offered support such as: counselling; use of a supervised room away from the classroom; a safe space at break and lunch.

Students who have bullied will be helped by; discussing what happened, discovering why the student became involved and establishing a sense of wrong-doing.

Parents/carers will be informed to help change the attitude and behaviour of the student.

In agreement with both parties involved, and if suitable, there will also be the opportunity to rebuild relationships, involving a discussion mediated by a member of staff as a way of resolving disputes.

We also recognise that bullying incidents can begin or be perpetuated outside of school hours. We always welcome information from families that help us to understand ongoing issues that students may have, and will always work hard with families at trying to minimise the impact of those issues in school. As well as providing advice on how to tackle any ongoing issues within the wider community or over social media.

5. The following disciplinary steps may be taken:

- Official verbal warning to cease offending
- Exclusion from certain areas of the school premises at social times or from certain activities
- Detentions
- Isolation
- Referral to senior staff and/or external agencies e.g. Police Liaison Officer.
- Suspension or permanent exclusion.

6. Prevention

As a school we take bullying seriously. We use a range of proactive strategies to prevent bullying. These include;

- Effective school leadership that promotes an open and honest anti-bullying ethos.
- Use of curriculum opportunities, in particular tutor periods and PSHE classes where issues of diversity are discussed and anti-bullying messages are drawn out.
- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying e.g. Anti-Bullying Week in November of each year
- Whole school assemblies.
- Pupil surveys.
- Improved supervision in potential problem areas at break and lunch.
- Review of general and specific staff induction and continuing professional development to ensure staff training reflects the anti-bullying policy and practice of the school.

7. Development, Monitoring and Review

We plan to:

Monitor, evaluate and review our anti-bullying policy on a regular basis led by the member of leadership in charge of behaviour and Heads of Year.

Ensure all staff to feel confident in identifying and tackling bullying appropriately.

Ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively and seek feedback from students via student surveys.

To learn from anti-bullying good practice elsewhere and relevant statutory/voluntary organisations when appropriate.