

BRENTSIDE HIGH SCHOOL

Anti-Bullying Policy

STATEMENT OF INTENT

We are committed to providing a caring, friendly, supportive and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

WHAT IS BULLYING?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - focusing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumors, teasing

Cyberbullying

This is the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else.

Our school has a Cyberbullying Policy to support our students in dealing with this form of bullying.

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

We want all of our community to be safe and healthy and therefore the school will respond promptly and effectively to issues of bullying.

There is no age limit on bullying: Our work on anti-bullying begins with transitional work, when students are still in year 6, and continues throughout the school until students leave at 16 or 18.

OBJECTIVES OF THIS POLICY

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

SIGNS AND SYMPTOMS

A student may indicate by signs or behaviour that he or she is being bullied.

Adults

should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing" asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

PROCEDURES

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behavior

OUTCOMES

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion will be considered
- 3) If possible, mediation will take place and the students will be reconciled
- 4) After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

PREVENTION

We will use a variety of strategies for helping children to prevent bullying, as and when appropriate. These may include:

- writing a code of conduct
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly; making up role-plays
- having discussions about bullying and why it matters

We believe that educating and promoting anti bullying within our community is the most effective method of preventing bullying and therefore we ensure that we:

- learn about self respect and appropriate behavior towards others through our PSHE programme
- promote anti-bullying around the school
- promote anti-bullying through our virtual community (MLE)
- share this policy with our staff, students and parents

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE 10-40845 1 205204

Parents Helpline (Mon-Fri), 0808 800 2222

Parentline Plus Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk