

## Anti-bullying Policy

The aim of the anti-bullying policy is to ensure that pupils 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. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at Stratford School.

### 1. The statutory duty of the school

The Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### 2. Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups).

Pupils 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 of changes in mood, lacking concentration or truanting from school. Pupils must be encouraged to report all instances of bullying

- The school will raise the awareness of the nature of bullying through the curriculum, form tutor time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.
- The Pupil Leadership Staff and School Council will ensure that all students are aware of their responsibilities regarding the Anti-Bullying Policy.
- We want staff and students to understand that we all have a responsibility to create and maintain an environment in school where everyone is respected, where rules are followed and where bullying is not tolerated. Research shows that schools where school systems are followed rigorously and where all members of the school community fulfil their role conscientiously experience less bullying. Therefore:
  - Staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.
  - Students must report any incidents of bullying they see; silence is not an option

### 3. Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness through the anti-bullying survey. The policy will be promoted and implemented throughout the school.

### 4. Implementation (School)

The following steps will be taken when dealing with incidents:

- The Pastoral lead responsible for Student Welfare Systems will be accountable for this policy and its implementation
- If bullying is suspected or reported, the incident will be dealt with immediately by the tutor who will record on KSM and the SLT line manager informed with a report (printed from KSM)
- A clear account of the incident will be recorded on the school's referral form and KSM by the tutor
- Tutor will interview all concerned in a written account which will be filed in for tutor's record.
- Subject teachers, SLT and pastoral lead will be kept informed by the tutor
- Parents will be kept informed where appropriate. Any conversation with parents will be recorded.
- Sanctions will be used as appropriate and in consultation with the SLT and all parties concerned.

## **5. Implementation (Pupils)**

The school believes it is important that pupils who have been bullied have their experiences of school normalised as soon as possible. The guiding principle in deciding what support to offer will be to provide the minimum support needed to restore the pupil's ability to function comfortably within the school. This support will include:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassuring the pupil
- Offering appropriate support
- Restoring self-esteem and confidence.
- Offered peer mediation provided by trained prefects

Pupils who have bullied will be helped by:

- Discussing what happened
- Helped to understand that bullying others is wrong
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil
- Offered peer mediation provided by trained prefects

## **6. Sanctions**

The following sanctions will be used:

- Official warnings to cease offending
- Internal fixed term exclusion
- External fixed-term exclusion
- Managed move
- Permanent exclusion.

**This Policy has been approved and adopted by the Governing Body.**