

William Penn 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 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 schools. All stakeholders are encouraged to work together to ensure that the school is free from bullying.

Definition of Bullying

There is often confusion for pupils and parents as to what constitutes bullying, as referred to in this policy and what constitutes anti-social behaviour as referred to in the William Penn Behaviour Policy. Although neither is acceptable, the distinction is important. The definition that we will use is as follows:

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, sexist remarks, homophobic remarks)
- indirect (spreading rumours, unkindly and actively excluding someone from social groups)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools and feel able to seek adult help if a problem persists.

The schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Headteachers have 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.

Implementation

Schools

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the alleged behaviour will be recorded (on William Penn Information Log – appendix 1) and given to the headteacher or senior member of staff
- The headteacher or senior member of staff will interview all concerned and will ensure that the written record is complete
- All staff will be kept informed and will monitor the situation
- Parents will be kept informed as appropriate according to the findings of the investigation
- Punitive measures will be used as appropriate

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- working on self esteem and confidence in order to bring about change
- informing parents or guardians to help change the attitude of the pupil
- behaviour monitoring records
- appropriate and available intervention from external agencies

The following disciplinary steps can be taken:

- official warnings to cease offending
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHCE, circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.


Monitoring, Evaluation and Review

The school will review this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. The Governing Body fully supports the schools' anti-bullying stance and requires the headteacher to report on request about the effectiveness of anti-bullying strategies.

Signed:

Date:

Appendix 1

	William Penn Information Log		
Pupil:		Adult:	
Date/Time:		Location:	
What Happened:			
Views of Pupils Involved:			
Views of Witnesses:			
Signed:			