



Solefield School

ANTI-BULLYING POLICY

The aim of the anti-bullying policy is to ensure that boys 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 boys be able to fully benefit from the opportunities available at Solefield School. This policy applies to the whole school including the Early Years Foundation Stage (Reception class) and is written with regard to "Safe to Learn: embedding anti-bullying work in schools" and its replacement, "*Preventing and tackling bullying (October 2014)*".

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

physical (hitting, kicking, theft)

verbal (name calling, derogatory remarks about race, religion, culture, sex, gender, sexuality, homosexuality, special educational needs or disability, or because the boy is adopted or is a carer)

indirect (spreading rumours, excluding someone from social groups, or cyber bullying such as that through social websites, mobile 'phones, text messages, photographs or email)

Boys 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. Boys must be encouraged to report bullying at Solefield.

A bullying incident should be treated as a child protection concern when there is cause to suspect that a child is suffering, or likely to suffer, significant harm.

The school's teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy. The school has identified times and places where bullying is most likely to occur and has arranged staff cover and duties as appropriate (e.g. changing rooms before school and after games, playground, library and ICT room at break times). The school has also split break times on certain days to counter the threat of bullying.

Statutory duty of the school

The Headmaster has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among boys and to bring these procedures to the attention of staff, parents and boys. All staff receive child protection training and guidance to help identify cases of bullying. The school and staff recognise the seriousness of bullying in causing psychological damage and even suicide. Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. From January 2015, incidents of bullying and unacceptable behaviour are entered centrally in the school's "behaviour tracker" by the teachers involved and an email is sent to the boy's form taker. The

tracker is checked daily by Mr Henry who will investigate and speak to the boys involved. The tracker is checked weekly by the Headmaster. Staff are trained every three years in child protection and anti-bullying with regular updates provided.

Pupils are made clear of the part they can play to prevent bullying, including when they find themselves as bystanders. The school uses educational opportunities such as lessons, personal, social health and economic education (PSHE), assemblies, projects, drama, stories, literature to discuss the differences between people and the importance of avoiding prejudice-based language.

Implementation

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 incident will be recorded and given to the Headmaster
- The Headmaster will interview all concerned and will record the incident
- form teachers will be kept informed and if it persists the form teacher will advise the appropriate subject teachers
- parents will be kept informed
- punitive measures will be used as appropriate and in consultation with all parties concerned

Boys who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- reassuring the boy and offering on-going support
- restoring self-esteem and confidence

Boys who have bullied will be helped by:

- discussing what happened and why the boy became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the boy
- a note will be put on their file to enable the school to identify any trends

Disciplinary steps will be taken which reflect the seriousness of the incident and convey a deterrent effect (strong sanctions such as exclusion may be necessary in cases of severe and persistent bullying). The following disciplinary steps can be taken within the framework of the school's Rewards and Sanctions Policy:

- official warnings to cease offending
- detention
- final official warning in the presence of parents
- fixed-term exclusion or permanent exclusion

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Dougal Philps
Updated 17.01.17
Review 01.09.17