



## ANTI-BULLYING POLICY

### Solefield School

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 and is written with regard to “*Safe to Learn: embedding anti-bullying work in schools*” and its replacement, “*DFE Guidance 2011 Preventing and tackling bullying*”.

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, gender, sexuality, homosexuality or disability)

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.

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. Staff receive regular Child Protection training 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 September 2010, the Deputy Head (Admin) is tracking incidents for trends in behaviour, monitoring incidents by type, location etc. Staff are trained every three years in child protection and anti-bullying.

#### **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 will 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 ongoing support

restoring self-esteem and confidence

a note will be put on their file to enable the school to identify any trends

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

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 01.09.11  
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