

Verbal
 Homophobic Racist
 Excluding Sexist
 Physical Disabilist Cyber
 Rumours



Report Bullying
NOW

Anti-Bullying Policy 2014/15

Policy Contact Person	Mr Matt Jarvis
Policy Governor	Mrs Fran Brett
Approval Date	March 2014
Next Review Date	March 2015
Review Frequency	Annually
Signature	
Date signed	



WE
 DO NOT
 ACCEPT
BULLYING
 here!

Bullying is an unacceptable form of behaviour that will not be tolerated at this school.

Sandown School has adopted the 'No Blame' approach to deal with bullying.

It is essential to define bullying.

"Bullying is long standing violence, physical or psychological, conducted by an individual or group and directed against an individual who is not able to defend himself in the actual situation" (Roland 1989).

Bully: a person or group behaving in a way that might meet needs for excitement, status, material gain or group process and does not recognise or meet the needs and rights of the other people/person who are harmed by the behaviour.

Victim: a person or group that is harmed by the behaviour of others and who does not have the resources, status, skill or ability to counteract or stop the harmful behaviour.

BULLYING IS NOT A 'ONE OFF' ACT, NO MATTER HOW SERIOUS

The particular acts become bullying when exercised through power rather than an exchange between equals.

BULLYING can take the following forms:

1. Physical harm.
2. Threat of physical harm.
3. Nasty, verbal name calling or teasing.
4. Extortion demand for money or favours.
5. Exclusion deliberately leaving someone out of an activity.
6. Cyber Bullying.

It can be directed at race, appearance, gender, actions, sexuality - indeed anything which marks the victim out as different from the bully.

Through using the 'No Blame' approach some of the normal school disciplinary codes may be inappropriate. BULLIES do not usually stop when punished through the usual channels. BULLIES do not always appreciate the fear and hurt they are causing.

If the incident is serious or a repetition of a previous occurrence, it may be appropriate to go straight to steps 3, 4 or 5. All incidents will be logged via our internal system as part of the behaviour logging procedure.

Step 1

A reprimand may be sufficient to deter a pupil from name calling or mild teasing or telling hurtful stories.

Step 2

Carryout the 'No Blame' strategy.

- a) Interview the victim and talking about his feelings, find out who was involved.
- b) Convene a meeting with those involved. This will include some bystanders or colluders who joined in but did not initiate any bullying.
- c) Explain how the victim is feeling. Do not discuss the details of the incidents or allocate blame to the group.
- d) Say that you know that they are a responsible group and can do something about it.
- e) Encourage each member of the group to suggest a way in which the victim could be helped to feel happier. Give some positive responses but do extract a promise of improved behaviour.
- f) End the meeting by passing over responsibility to the group to solve the problem.
- g) About a week later, arrange to meet the group again. Talk to each pupil. This allows you to monitor the bullying and keeps the young people involved in the process.

Step 3

If the 'No Blame' approach fails, a designated member of staff meets with the bully/bullies to explore the matter further and to discover why the bullying is continuing. Blame and responsibility are apportioned and a warning is given. (Thus allowing the bully the opportunity to stop).

Step 4

If the bullying continues, some or all of the following actions may be taken by the school's Behaviour Lead or senior member of staff:

*Sanctions/loss of privileges as detailed in the behaviour policy which include behaviour workshop and letters detailing behaviours to parents.

*Put on report.

*Discussion with parents of both parties.

Step 5

The head teacher interviews the bully and may authorise exclusion from school.

Step 6

A bullying report should be filled out and handed to the school office. The school office keeps records of any incidents of bullying.

Monitoring:

This policy is monitored by the Co-ordinator for behaviour and our safeguarding Governor and is reviewed annually.