

Anti-Bullying Policy

From Staff Policies

Priory School will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff.

Priory School defines bullying as follows:

Any interaction between an individual or group of people with a more powerful individual or group that is perceived or intended to cause hurt, pain, suffering, humiliation or degradation.

Bullying behaviour may be direct or indirect. Direct forms include physical violence and threats; verbal assaults and taunts; the destruction of property; extortion; unwanted sexual interest or contact. Direct bullying behaviour may include cyber bullying by telephone or via the internet.

Example of indirect forms of bullying include ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumour; abusive or offensive graffiti. Indirect bullying may include cyber bullying by telephone or via the internet.

Policy Details

Legal Status

Non Statutory

Adopted

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Next Review

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Responsible SMT

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Purpose

To respect the right of every student to learn in a supportive, caring and safe environment without fear of being bullied by:

- expecting all in the Priory school community to take responsibility for stopping and preventing bullying;
- encouraging students and parents to report all types of bullying and cruelty/discrimination;
- ensuring all staff are aware of and consistently apply the Anti-Bullying Procedures;
- recognising the significant roles of 'bystanders', and of witnesses who report incidents;
- offering support to the targets of bullying and witnesses;
- supporting perpetrators of bullying, and 'bystanders', to change their behaviour and attitudes towards others.

Principles

Priory School believes that:

- All students have a right to be educated in a safe and secure environment and to be protected from others who may wish to degrade or abuse them.
- There is no justification for bullying behaviour and it should not to be tolerated in any form. Differences of race, religion, sexual orientation, ability or any other excuse are rejected as reasons for bullying.
- Bullying must be addressed in positive and constructive ways which provide opportunities for growth and development for all involved.
- Effective management of bullying is a shared responsibility and strategies should, as appropriate, involve school staff, parents, carers and other professionals already involved with children who are the targets or perpetrators of bullying behaviour.
- It is important to invest time and resources in the prevention and management of bullying and from time to time, staff will require advice and training.
- Priory School's anti-bullying Policy and Procedures are easily accessible to students and their parents/carers via the school website.

Details

The nature, severity and type of bullying will determine the responses appropriate to individual incidents. More details are to be found in the Anti-Bullying Procedures. Meanwhile, the responses below apply in general.

Responses for the Target of bullying (and witnesses who report it)

Staff at Priory School are required to offer a protective, proactive, sympathetic and supportive response to children who are the targets of bullying. The exact nature of the response will be determined by the nature of the incident/s and the particular child's needs, and may include a variety of strategies detailed in the Procedures.

Responses for the Perpetrator of bullying (and complicit 'bystanders')

The response to bullying incidents will be proportionate: the more serious the cause for concern, the more serious the response, including the use of appropriately chosen sanctions, as detailed in the Procedures. Priory School takes bullying very seriously and will adopt a supportive, pragmatic, problem solving approach to ensure perpetrators of bullying behave in a more acceptable manner, including working with parents/carers regarding good social behaviour. The range of support is detailed in the Procedures.

Prevention

All staff at Priory School are required to be vigilant to the issue of bullying – including being aware of the significant role that bystanders play in bullying, and the need to apply the School's Policy and Procedures when incidents of bullying are witnessed or reported. Staff are expected to constantly reinforce the message to students that bullying is unacceptable – for target, perpetrator, and the community in general – and to take positive action to prevent and control it.

Throughout the school year the issue of bullying will be raised at appropriate times through :

- year Group and House assemblies including Chapel time
- student Leaders

- the drop box in the House Office and Pastoral Office.
- the curriculum via the Pastoral Programme, Life Skills schemes of work and Citizenship Studies
- during tutor time in general, and through various activities such as circle time
- access to external agencies
- visitors to the school to raise and discuss issues around bullying
- appropriate staff Continuing Professional Development (CPD)
- appropriate periodic surveys of parents, students and staff.

Roles and Responsibilities

All staff are responsible for:

- raising awareness of the anti-bullying Policy and Procedures throughout the school community;
- recording all incidents of reported bullying (within the school definition) on a Bullying Report Form and sending it to the target's House Assistant;
- applying the specific measures for identifying and logging incidents of a 'racial' or 'child protection' nature, and referring them to the appropriate Senior Manager.

Teachers and Tutors are responsible for:

- day to day monitoring of student behaviour, being aware of: actual and potential acts of bullying and the significance of the 'bystander' role;
- providing an initial response and implementing the Anti-Bullying Procedure
- referrals to the relevant House Assistant/s and Assistant Headteacher in charge of House.

House Assistants are responsible for coordinating the response by:

- logging the incident onto the Student Information Management System (SIMS), taking care to track repeat incidents of bullying;
- ensuring the Procedures are followed and the statement form is completed;
- keeping informed the target, staff and all relevant parents/carers (i.e. of perpetrator/s, bystander/s, target/s and potential witnesses);
- liaising with colleagues and the target to monitor the case.

The Assistant Headteacher in charge of Houses are responsible for:

- supporting House Assistant and other colleagues in the implementation of the Procedures for Dealing with Bullying;
- collating student perceptions from the House Council's and all students' views via surveys;
- reviewing the effectiveness of the Anti Bullying Policy and Procedures on an annual basis

The Senior Manager with responsibility for Race Equality is responsible for:

- investigating bullying of a racial/racist nature, and keeping the Racial Incidents Log.

The Senior Manager with responsibility for Child Protection is responsible for:

- dealing with incidents that lie within Child Protection definition of physical, sexual, or emotional abuse (including neglect)

The Headteacher is responsible for:

- implementation of the Anti-Bullying Policy and Procedures throughout the school;
- designating an Assistant Headteacher for the monitoring/scrutiny process (see below).

The Governors are responsible for:

- supporting the promotion of the Anti-Bullying Policy and Procedures throughout the school;
- ensuring that the school has made an adequate response to any relevant legislation or guidance regarding bullying;
- monitoring of 'racial' bullying and of abuse as identified in the Child Protection and Safeguarding Policy.

Monitoring and Evaluation

- Assistant Headteachers in charge of House, House Assistants and the Pastoral Office will maintain up-to-date records of all bullying incidents, and report to the relevant SLT link and link governor on the effectiveness of the Policy and Procedures. In addition, they will produce annual summary figures from the Racial Incidents log and of abuse as identified in the Child Protection Policy.
- The governors will monitor the effectiveness of the Policy and Procedures by receiving the annual summary figures of (a) a report from the Headteacher, including separate logs of Racial and Child Protection incidents; (b) stakeholder views via surveys and other means; (c) a summary of students who leave Priory mid year.

Related Documents and Location

- Anti-Bullying Procedure
 - Online Safety Policy
 - Student Behaviour Policy
 - Equality Policy
 - Home School Agreement
 - Child Protection and Safeguarding Policy
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At Priory we aim to identify and support all children following the guidance as laid out in the East Sussex Dyslexia Policy.

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