



Byron College

Anti Bullying Policy

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Review Date: July 2019

Distribution: To all

Statutory Duty of Schools

Head Teachers 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.

Byron College has a zero-tolerance policy towards bullying. This is to ensure that pupils learn in a supportive, caring and safe environment without fear or intimidation. Bullying is anti-social behaviour and affects everyone; it is unacceptable. It is defined as 'deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves'. There are many types of bullying which can include:

- physical (hitting, kicking, sexual)
- psychological (manipulation, undermining)
- verbal (name calling, discriminatory remarks)
- indirect (spreading rumours, anti-social behaviour, theft)
- cyber bullying

Pupils who are being bullied may show changes in behaviour, such as becoming withdrawn and irritable, feigning illness, taking unusual absences or clinging to adults.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 should be encouraged to talk to their teachers (TTT campaign) about any incidents or feelings that they have which may or may not be interpreted as bullying.

All school staff must also be alert to bullying behaviour or signs of bullying and act promptly to stamp it out or respond. Any incidents witnessed and intervened in should be reported immediately to the **Head of Pastoral Care** and fully documented. In extreme cases, the Head of Pastoral Care will report to the appropriate **Head Teacher** and designated **Safeguarding Leader**.

Implementation

The following steps are taken at Byron College when dealing with incidents:

- If bullying is suspected or reported, the incident is dealt with immediately by the member of staff who has been approached.
- A clear account of the incident is recorded and given to the Form Tutor/Classroom

- Teacher, Head of Pastoral Care and Head Teacher.
- The Form Tutor/Classroom Teacher and Head of Pastoral Care interviews all concerned and reports the incident to the relevant Middle Leaders.
 - The behaviour for the pupils involved is then constantly monitored by Form Tutor/Classroom Teacher, Head of Pastoral Care and appropriate Middle Leader over a significant period of time.
 - Parents are informed by the Head of Pastoral Care with the Head Teacher, and updated if necessary.
 - Punitive measures are used as appropriate and in consultation with all parties concerned.
 - Head of Pastoral Care and Head Teacher act as mediators and counsellors when appropriate.

Pupils who have been bullied are supported by:

- offering an immediate opportunity to discuss the experience with a Form Tutor/Classroom Teacher or member of staff of their choice
- reassurance and continuous support
- restoring self-esteem and confidence.

Pupils who have bullied are helped by:

- establishing why they are behaving in a bullying fashion
- discussing the incident(s) in detail
- involving parents or guardians in helping to moderate the anti-social behaviour of the bully.

The following disciplinary steps may be taken:

- official warnings to cease offending
- withdrawal of certain privileges (e.g. extra studying during breaks)
- minor fixed term exclusion
- major fixed term exclusion
- permanent exclusion.

Within the curriculum the school raises the awareness of the nature of bullying through inclusion in PSHCE during Form Period (daily), Assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, Evaluation and Review

The school reviews this policy regularly and continually assesses its implementation and effectiveness. The policy is promoted and implemented throughout the school.