

The Emmbrook School Anti-Bullying Policy

The Principles of the Policy:

Everybody has a right to come to school and be safe from unkindness, threats and violence.

People who bully will be stopped and made to understand that this behaviour is unacceptable.

All members of the school community must be taught how to deal with bullying.

Bullying behaviour causes problem for both the bully and the victim and must be addressed in positive and constructive ways in order to support the bully and victim alike.

Objectives

To ensure that students, parents and staff all understand the school's zero tolerance approach to bullying and are equipped to prevent it.

To establish a school environment in which bullying is rarely encountered and stopped immediately when it does occur.

To reinforce the school's approach to bullying through a variety of initiatives throughout the year in order to establish a whole school ethos.

To record all incidents of bullying and the measures used to resolve them. To constantly monitor and develop the effectiveness of strategies for its management.

Definition

Bullying is defined by the UK government as follows:

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, eg because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (eg email, social networks and instant messenger)

Scope

The school is legally responsible for incidents of bullying which occur on school premises. Some forms of bullying may constitute legal offenses and will be dealt with accordingly. The school has a further scope of responsibility and care for students belonging to our community outside the school and may intervene if required. This applies to both students' home lives and their travel to and from school.

If students are being bullied by students of another school, then Emmbrook will work closely with that school to resolve the situation. The school will work to specifically to act against any incidents of racist or homophobic abuse or bullying.

Matters of bullying are to be investigated by a Year Leader or member of the Senior Leadership Team.

The Year Leader/SLT will investigate and follow the matter to a conclusion that is supported by:

The student making the allegation

The parents/carers of the student making the allegation

The student against whom the allegation is made

The parents/carers of the student against whom the allegation is made

Implementation of Policy

The school will address the issue of bullying through a number of initiatives:

Whole-school level

Assemblies and presentations will be delivered to raise students' awareness of the nature of bullying, its consequences and the school's zero tolerance approach towards it.

Classroom level

The school will use lesson time and tutor time as appropriate to deliver sessions which are specifically targeted to individuals, groups and year groups.

The School Day

The school monitors and supervises students throughout the school day, including break times when students have a greater freedom of movement. Where necessary, the school may restrict access to areas of the site, or make areas available only for specific individuals.

Monitoring/Evaluation

The Assistant Head teacher for Inclusion is responsible for monitoring incidents of bullying, and reporting to the Governors. Senior staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and students.

Part B: Guidance for Students and Parents

Students:

If you are being bullied in school:

Tell an adult in school whom you trust or a member of the Anti-Bullying Group, and take a friend if it helps.

Don't listen to the bully when they say you will be in trouble if you tell.

You are not doing anything wrong – they are.

What you say will be passed on to your Year Leader

YOU WILL BE TAKEN SERIOUSLY.

If you need somewhere to feel safe, there will be a place for you to go while the matter is resolved. A member of staff will organise this for you.

If you witness someone being bullied:

Tell an adult or a member of the Anti-Bullying Group.

Don't listen to the bully if they say you will be in trouble if you tell.

You are not doing anything wrong – they are.

IF YOU KEEP QUIET THE BULLY HAS ALL THE POWER.

Parents:

If your child is being bullied or is bullying in school the school will act to resolve the matter.

Contact the school and ask to speak to your child's form tutor, Year Leader or a member of the Senior Leadership Team.

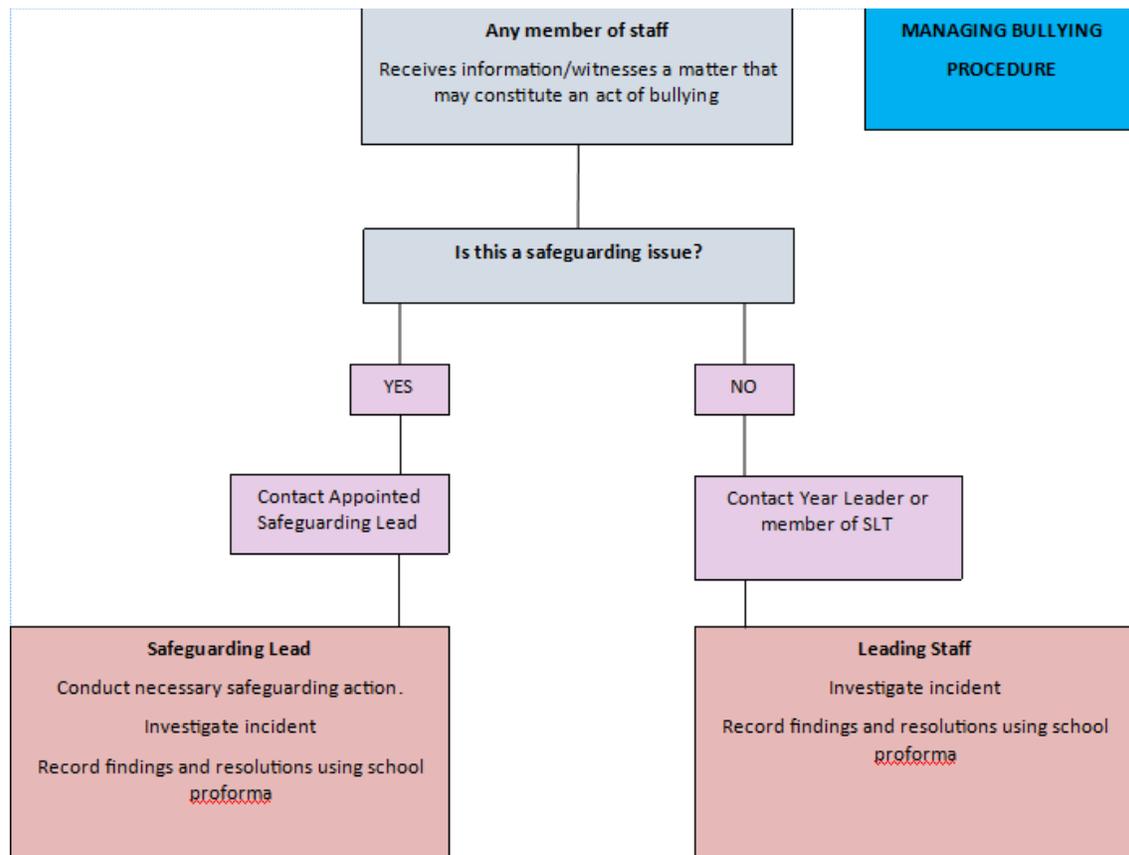
Please give the school as much detail as you can, bearing in mind that children who are being bullied can be upset, anxious and confused about what has actually happened.

Don't let your child talk you out of contacting school. If the problem is to be solved, you must inform us.

Part C: Expectations and Guidance for school staff

Every member of staff has a responsibility to tackle the issue of bullying in the school. Aside from partaking in class and whole school initiatives as directed by the Headteacher, staff have a responsibility to act immediately if they have any concerns regarding the bullying of an individual or individuals.

The school's approach to dealing with an incident of bullying is detailed in the diagram below:



A member of staff investigating a matter of bullying should record the matter using CPOMS. This record will be monitored and cases formally closed by the Assistant Head Teacher for Inclusion.