



### Rationale

We believe that children have a right to be protected in school from all types of bullying, which we define as:

*Any form of physical and/or verbal abuse and can take the form of derogatory name-calling; verbal intimidation, social isolation; extortion; physical violence and sexual and racial harassment.*

### Purposes

1. To provide children with an effective means of tackling bullying by giving them an explicit support service.
2. To foster respect for others.
3. To give a clear message to all children that bullying, in any form, is completely unacceptable.
4. To indicate to all children the possible sanctions which could be used to deal with bullies.

### Guidelines

1. Children who are victims of bullying should report to:
  - the Academic Mentor
  - the Head of House
  - the Director of Inclusion
  - any member of staff
2. Reported instances of bullying will always be treated seriously by the staff and investigated.
3. Once an instance of bullying has been substantiated, the aim will always be to resolve the problem quickly and effectively. If the bully accepts the injustice of his/her actions, a verbal (calm) **EXPLANATION** of why it is unacceptable is often enough as long as both the bully and the victim are aware that the situation will be monitored.

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4. Persistent bullying should involve the parents of both the victim and the bully and until the situation has been successfully resolved one or more of the following sanctions may be involved:

- isolating the bully at break/lunchtime
- withdrawing the bully from lessons
- liaising with the Student Manager about further/more serious sanctions, eg
  - (i) involvement of external agencies
  - (ii) formally recording the incidents on the Record File
  - (iii) possible exclusion by the Principal.

5 Use of student support counsellors, House support mechanisms, trained counsellors to support both the bully and the bullied, referral to external agencies such as child and family services, nursing services, behaviour management services will be considered if appropriate

**In the end however school should be a safe place and bullies will be dealt with through the Academy's disciplinary procedure**

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