



## **Anti Bullying Policy (No.12)**

**Policy reviewed by:**  
**Date:**

**Approved by:**  
**Date:**

**Next review date:**

**Statutory requirements applying:**      None specified

**Recommended good practice:**      None specified

**Signed on behalf of  
The Governing Body:** .....



# Furze Platt Senior School

## Anti Bullying Policy

***'Work hard, be nice'.***

The latest version of this policy has been developed in consultation with students. All students contributed views through tutor group discussion and the student council. A focus group worked with the Assistant Headteacher (Student Support) to agree principles.

### Our principles

- We all deserve to feel safe and supported at school
- We are all responsible for making the school a happy and safe community
- Bullying is unacceptable and will be challenged: the school will take a zero tolerance approach
- We define bullying as actions which hurt 'more than once and on purpose'

### Our practice

The school will promote a positive ethos, rights and responsibilities and clear anti bullying messages through:

- This policy
- The assembly and tutorial programme
- PSHE and the wider curriculum
- Developing self confidence and resilience in all students
- Ensuring students know what action to take if they, or someone else is being bullied
- Promoting a positive, inclusive, caring school ethos.

Students who contributed to this policy felt strongly that clear and consistent messages about contributing positively to our community were powerful and that strong messages about the benefits of working together and trying to get on with people were as important as sanctions.

### Our definition of bullying

We define bullying as hurtful actions which are repeated: *more than once, on purpose.*

Bullying can be, physical, psychological, social or verbal and can happen 'face to face' and online. Online bullying can be particularly distressing and difficult to deal with.

There are different sorts of bullying, but the three main types are:

**PHYSICAL:** Hitting, kicking, taking or hiding belongings including money

**VERBAL:** Name-calling, teasing, insulting, writing unkind notes.

**INDIRECT:** Spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious messages, e-mails or images on social media.

### **Reporting incidents of bullying**

We are committed to providing a caring, friendly and safe environment for students so they can learn in a relaxed and secure atmosphere, in which students and parents feel they can report incidents of bullying confident that they will be dealt with in an appropriate manner.

Students are expected to report bullying incidents to a member of staff or senior students. They can report bullying to:

- Their form tutor or Head of House
- A subject teacher
- The Pastoral Managers
- Any member of the Senior Leadership Team
- Another student – who should tell a member of staff on their behalf
- Parents who should let the school know straight away if they think that their child is being bullied.

### **Following a report of bullying**

- All allegations of bullying will be investigated.
- The victim will be given the opportunity to explain their concerns and the member of staff will reassure the student that the school will deal with it sensitively but firmly.
- incidents of bullying will be recorded
- Following the investigation the Head of House or a member of the Senior Leadership Team will decide on further action
- Responses to incidents of bullying will vary depending on the circumstances but will include:
  - Resolving the situation between both parties through mediation and a restorative meeting
  - Issuing a sanction: the nature of the sanction will be dependent on the severity of the incident
  - Informing parents of both parties
  - Providing support for the victim and, as appropriate, the perpetrator
  - If the allegation proven and serious, disciplinary action may include internal or external exclusion
  - In serious cases, or when students have abused social networking, the school reserves the right to contact the police.
  - Repeated bullying could lead to permanent exclusion.

**Thanks to the following students who contributed to the development of this policy:**

Year 7 Katy Mogford, Arian Smith and Charlie Sinnott

Year 8 Oliver Anderson and Lilly Bushell

Year 9 Lakacia Peters and Suhayb Reghif

Year 10 Bethany Admans and Hashim Iqbal

Year 11 Manmeet Saundh

## **Appendix 1 – for staff dealing with incidents of bullying**

### **Guidance on advice to victim and protagonist**

- To the victim
- Revenge is not appropriate.
  - Involving other pupils/friends may not help.
  - Report future fears/incidents to an appropriate adult or senior student.
  - Reconciliation or avoidance should be considered.
- To the protagonist
- Behaviour is unacceptable.
  - Is designed to cause distress.
  - Serious sanctions may follow.
  - Reconciliation or avoidance should be considered.
- To the parents
- Do keep the school and staff informed by asking their child to tell the teacher or inform the school as soon as possible.
  - Reassure that the school does its best to resolve all cases.
  - Parents who are made aware that their child is bullying other children are asked to explain that what he/she is doing is wrong and makes other children unhappy.

### **Sanctions**

We recognise that sanctions must be balanced with work with perpetrators of bullying to support them to change their behaviour.

Parents will be informed of any incident. If appropriate any of the following sanctions can be imposed:

- Student withdrawn from social contact at lunch/break
- Detention
- Internal exclusion
- Fixed term exclusion
- Restorative Justice: restorative processes bring those who have been a victim of bullying, and those responsible for bullying, into communication, enabling everyone affected by a particular incident to play a part in repairing the harm done and finding a positive way forward
- Where bullying is significant and sustained the school will consider permanent exclusion

The school will do all it can to maintain counselling even when sanctions have been applied.