



**PARK HOUSE SCHOOL & SPORTS COLLEGE**

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**CHANGE HISTORY**

<b>Version</b>	<b>Date</b>	<b>Description</b>
Issue 1	<a href="#">2005</a>	<a href="#">New Policy</a>
Issue 2 Issue 3	<a href="#">2014</a>	<a href="#">Revised Policy</a>

**LINKED DOCUMENTS**



# **PARK HOUSE SCHOOL**

## **Anti-Bullying Policy**

### **GUIDING PRINCIPLES**

#### **Awareness:**

- Everyone has the right to feel safe and secure
- We are committed to providing an inclusive environment that is comfortable and welcoming to all. We aim to identify and prevent any instances of racism, sexism, homophobia or discrimination against people with disabilities or from particular socio-economic backgrounds, or because of age
- We have an Equal Opportunities Policy that we expect all staff and students to follow
- All complaints of bullying will be treated seriously and will be acted upon in accordance with practices agreed by the whole school or college community
- Surveys will be used to canvas views expressed by parents, carers, pupils, staff and governors
- Complaints of bullying or harassment will always be investigated
- The principle of anti-bullying will be upheld and modelled by all staff

#### **Procedures:**

- A range of supportive interventions are available through the schools' pastoral system
- Wherever possible, and when appropriate, young people's and adults' awareness of issues related to bullying and harassment will be developed through the curriculum and staff training

## **Dealing with Bullying:**

Procedures for dealing with bullying should relate to school policies for behaviour management, special needs, equal opportunities and child protection procedures.

### **Action for teachers:**

- Report and log on SIMs any incidents of bullying behaviour or behaviours that causes you concern
- Provide advice to the students as set out below
- Review that the situation once this has been resolved

### **Individuals who Bully:**

The school will act promptly to work with individuals who bully, because they have not learned appropriate ways of interacting with their peers and while approaches which are solely punitive are not advisable, the school will implement consequences for individuals and groups involved in bullying.

### **Advice for Parents**

- Please report to school any concerns related to bullying. You are advised to have and to maintain an effective communication channel with the school
- Encourage your son or daughter to seek appropriate support from school
- No student should tolerate bullying behaviour and action and support will be provided by the school

### **Advice for students who are being bullied**

- Always report bullying behaviour to school by:
  - providing a written statement **to whom?**
  - providing a verbal report to staff
  - asking your parents to report it to school
- Your report of bullying will be treated confidentially and you will be advised of the next steps

- A review date will be agreed to ensure the problem has been resolved

## **Code of Conduct**

### **Individual Responsibilities:**

- Behave in an acceptable and considerate manner, not only when in the learning environment or when engaged in school/college activities but also in the areas surrounding the school/college.
- Treat and respect everyone as an individual regardless of age, race, gender, disability, learning difficulties, class, religion or sexuality in accordance with the school's Equal Opportunities Policy.
- Not ridicule others as a result of their academic achievements.
- Act responsibly for individual health and safety and that of other people in the learning environment in accordance with the school's Health and Safety Policy.
- Do not bring hazardous, harmful substances or implements on to school premises.
- Take care of your own and other people's property.
  
- Be aware of and respect the needs of other people.
- Refrain from intimidation, harassment or aggressive behaviour.
- Refrain from unacceptable behaviour that may cause offence to other people such as spitting, name calling, making homophobic comments, alienating behaviour, collective intimidation, and engaging in any form of cyber bullying at or outside of school
- Take part in making the learning environment a safe and friendly place for all.
- Be prepared to listen and adopt values that foster mutual respect and caring amongst all staff and students.
- Work in partnership with the staff in order to improve the services provided and the environment.

### **Staff Responsibilities:**

We also discipline, yet try to help the **bullies** in the following ways:

- By talking about what happened, to discover why they became involved.
- By informing the bullies' parents/guardians.
- By continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- By monitoring behaviour over time to ensure the problem is resolved
- By taking one or more of the six disciplinary steps described below to prevent further bullying.

## *DISCIPLINARY STEPS*

1. They will be warned officially to stop their bullying behaviour.
2. The bullies' parents/guardians will be informed of their behaviour.
3. They may be excluded from the school premises at break and/or at lunch times.
4. If they do not stop bullying, they will be excluded from school for a minor fixed period (one or two days).
5. If they persist in bullying behaviour, they will be recommended for exclusion from school for a major fixed period.
6. Ultimately students may be permanently excluded from school if their bullying behaviour does not cease.