Ffynone House School

Anti-Bullying Policy

Approved by:	H Khaleel	**Date:** 6/8/2022
Last reviewed on:	6/5/2023	
Next review due by:	6/5/2024	

Ffynone House School

Anti-Bullying Policy

Policy Aims

The key aim of this whole school policy is to safeguard and promote the welfare of all pupils at Ffynone House School.

- All pupils should feel safe and confident in reporting bullying.
- Pupils, parents and staff need to know that bullying will not be tolerated at Ffynone and action will be taken immediately to deal with occurrences.

Definitions

What is bullying?

Bullying is defined as sustained, deliberate acts carried out by an individual or group over time, which are intended to physically or mentally hurt another person. It involves the use of power to create fear. It leaves the victim feeling powerless, afraid and isolated. It is usually, though not always, carried out on more than one occasion. **The Police definition of bullying is 'acts that hurt, threaten or frightens, regularly'.**

This policy refers to bullying amongst pupils; if a member of staff is involved, the Head teacher should be informed, and the complaints procedure will be invoked. There are several types of bullying:

Physical – can include deliberate punching, kicking, shoving, pushing, scratching, biting, manhandling or restraining. It may also involve theft or damage to property, accompanied by the threat of violence. Theft/damage is bullying if the intention is to create fear and use power improperly.

Verbal – can include name calling, threats, taunts, teasing, sarcasm, spreading rumours, making derogatory remarks. It may also involve written messages, e –mails or mobile phone messages.

Emotional/Manipulative – can include being unfriendly or excluding another person from a peer or social group. It may also involve using social media to denigrate someone or spread malicious rumours.

Within these types there are different categories of bullying. In the following cases, the bully deliberately chooses something about their victim which they see as 'different'.

- **Racist bullying** – based on a person's ethnicity, religion, culture or nationality

- **Sexual bullying –** based on a person's alleged sexual attractiveness or lack of it, or physical characteristics
- **Gender-based bullying** – based on a person's gender; e.g. making misogynistic (anti – female) comments or discriminating against someone on the grounds of their gender

- **Homophobic bullying –** based on a person's sexuality.

- **Bullying because of disability/health conditions** – based on a person's mental or physical disability.

- **Bullying because of Special Educational Needs –** based on a person's additional learning needs.

- **Cyber bullying** – is the use of ICT to carry out bullying. This can include the use of a mobile phone, text, e-mail or social media sites to bully another person. (The most frequent cause of friction is due to the inappropriate use and comments made on social media. Parents are asked not to encourage their children to make use of these platforms and to adhere to the minimum age requirements).

Procedure after an accusation of bullying

- The victim should be seen by their form teacher or a member of the senior leadership team teacher as soon as possible. The head teacher should be alerted about the complaint. A written record of the incidents should be kept noting date, time and frequency of incidents. Parents may be informed if necessary.
- The bully should be interviewed about the incidents and a record kept of their responses.
- A meeting should be held with the victim and the bully to discuss the incidents and seek a resolution to the problem. If bullying is found to have occurred, the bully will be required to make a face to face apology to the victim. The bully will be given one or more lunchtime detentions (depending on severity of the incident). A warning about the consequences of any further bullying will be given. A record of this meeting will be kept.
- Following the meeting, the victim will be seen separately to discuss/agree coping strategies to avoid any future situations. The form teacher will monitor the situation daily.
- A copy of the interview records will be placed on each pupil's personal file for future reference. The head teacher should be informed of the outcome. Staff should be informed of any action at a staff briefing.
- Parents should be informed of the sanctions placed on the bully.

If the bullying continues:

- The victim is to be seen immediately by the form teacher or a member of the senior leadership team. A record of the incidents is to be made.
- The bully is re-interviewed and a record of their responses taken. Reference to previous incidents and the sanction used is made. The bully may be given an internal exclusion of up to five days. A final warning will be issued re. Suspension if bullying recurs.
- If the bullying is found to have re-occurred, the victim is to receive a written apology and be informed of the sanctions/warning.
- The victim is seen daily by their form teacher to offer support. Staff will be alerted of the recurrence.
- Parents will be invited to meet the Head teacher to discuss the incidents and strategies for correcting behaviour. Outside agencies may be consulted for advice. Parents to be warned of the consequences of any further incident.

If there is a further occurrence:

- The Head teacher will interview the victim and record incidents.
- The Head teacher will interview the bully and record responses.
- The bully will be required to apologise to the victim in the Head teacher's presence if the bullying is found to have occurred.
- The Head teacher will see parents to inform them of the continuing problem. The pupil will be suspended for up to five days.
- When the bully returns, suspension will be immediate if any further incident occurs. The Head teacher will then consider the bully's future at Ffynone House.

Where serious violence has occurred, suspension will be used as a first option, following an apology to the victim.
If there is any further incident, the pupil will be permanently excluded.

In extreme cases, the Head teacher may permanently exclude the bully at first intervention.

<u>Policy implementation and review</u>

Policy reviewed:	February 2018
Policy reviewed:	May 2019
Policy reviewed:	November 2020
Policy reviewed:	August 2022
Next review date:	May 2023
Next review date:	May 2024