



## DUNRAVEN SCHOOL ANTI-BULLYING POLICY

### BULLYING - A CHARTER FOR ACTION

We are working with staff, students, parents and carers to maintain a school community where bullying is not tolerated.

Dunraven School:

- ✓ Discusses, monitors and reviews our anti-bullying policy on a regular basis
- ✓ Supports **staff** to identify and tackle bullying appropriately
- ✓ Ensures that **students** are aware that all bullying concerns will be dealt with sensitively and effectively
- ✓ Reports back quickly to **parents/carers** regarding their concerns on bullying
- ✓ Seeks to learn from anti-bullying good practice elsewhere and utilizes the support of **external agencies** when appropriate.



## **DUNRAVEN SCHOOL ANTI-BULLYING POLICY**

### **INTRODUCTION**

Dunraven School believes that its students have the right to learn in a supportive, caring and safe environment without the fear of being bullied. For this reason we strive:

- To ensure that our school is well disciplined and organised
- To ensure that teachers and other adults responsible for supervising students in all areas of the school carry out their duties effectively and are accessible to students
- To ensure that all members of our school community treat one another with respect and value our Equal Opportunities Policy
- To promote learning about citizenship, rights and responsibility so that it is clear that bullying is a form of anti-social behaviour
- To develop an effective School Council so that students are able to address issues affecting student welfare
- To make all members of our school community, including parents and carers, fully aware that bullying complaints will be dealt with firmly, fairly and promptly

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch; less aggressive students who can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out.

### **WHAT IS BULLYING?**

Bullying can occur through several types of anti-social behaviour. It can be:

- PHYSICAL**  
A child can be physically punched, kicked, hit, spat at, etc.
- VERBAL**  
Verbal abuse can take many forms. It may be directed towards gender, ethnic origin, ability physical/social disability, sexual orientation or appearance.
- EXCLUSION**  
A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.
- DAMAGE TO PROPERTY OR THEFT**  
Students may have their property damaged or stolen. Physical threats may be used by the bully in order that the student hand over property to them.
- INTIMIDATION**  
This can include gesturing, miming, signals, tone and physical proximity, aggression
- CYBER BULLYING**  
The use of Information and Communication Technology (ICT), mobile phones and the internet to deliberately upset, intimidate or harass another person.



## **DUNRAVEN SCHOOL ANTI-BULLYING POLICY**

### **WHAT CAN YOU DO IF YOU ARE BEING BULLIED?**

Remember that your silence is the bully's greatest weapon!

- Tell yourself that you do not deserve to be bullied, and that it is **WRONG!**
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive. Say "No!" Walk confidently away. Go straight to a teacher or member of staff.
- Fighting back will make things worse. Instead of fighting back, talk to a teacher or other adult.
- Tell an adult you trust – tutor, teacher, Director of Learning - Year, lunchtime supervisor – straight away. You will get immediate support.
- If you need to you can talk to a senior student (prefect, mentor) who will help you to understand the problem and bring it to an appropriate adult

Teachers will take you seriously and will aim to deal with bullies in a way which will address the bullying and will not make things worse for you.

### **IF YOU KNOW SOMEONE IS BEING BULLIED**

- **TAKE ACTION!** Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own. Encourage the victim to tell an adult.
- If you feel you cannot get involved, tell an adult **IMMEDIATELY**. Teachers have ways of dealing with the bully without getting you into difficulties.
- Do not be, or pretend to be, friends with a bully.

### **ADVICE TO PARENTS AND CARERS**

- Look for unusual behaviour in your child. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the school **IMMEDIATELY**. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It will make matters worse!
- Make sure your child is fully aware of the school policy concerning bullying, and that they will not be afraid to ask for help.



## DUNRAVEN SCHOOL ANTI-BULLYING POLICY

### SCHOOL STAFF WILL:

- Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHCE programme, assemblies, tutorial time.
- Deal quickly, firmly and fairly with any complaints, involving parents/ carers where necessary.
- Review the School Policy and its degree of success.
- Continue to have a firm but fair discipline structure. The rules are few, simple and easy to understand.
- Not use teaching materials or equipment which reinforces a bad or negative view of any group because of their ethnic origin, gender, sexual orientation etc.
- Insist that students discuss how they get on with other people and to form positive attitudes towards other people. This includes teaching students about friendship and relating to others.
- Encourage students to treat everyone with respect, in line with the Code of Conduct.
- Treat bullying as a serious offence and take every possible action to eradicate it from our School.

### ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED:

If bullying is suspected we talk to the suspected victim and the suspected bully. Any witnesses will be spoken to separately. If any degree of bullying is identified, the following action will be taken:- Help, support and counselling will be given as is appropriate to both the victims and the bullies:

We support the **victims** in the following ways:

- by offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose.
- informing the victims' parents/carers.
- by offering continuing support when they feel they need it.
- by taking one or more of the five disciplinary steps described below to prevent more bullying.
- We also discipline, yet try to help the **bullies** in the following ways:
- by talking about what happened, to discover why they became involved.
- informing the bullies' parents/carers.
- by continuing to work with the bullies to change their behaviour patterns and to challenge prejudiced attitudes as far as possible.
- by taking one or more of the disciplinary steps described below to prevent more bullying.
- by using restorative justice techniques to resolve the conflict where possible.

### DISCIPLINARY STEPS:

1. Bullies will be warned officially to stop offending.
2. Informing the bullies' parents/carers.
3. If the incident is serious, they may be placed in the Referral Centre.
4. Repeated and/or very serious offences will result in a fixed term exclusion.
5. Continued bullying will lead to other disciplinary steps, including recommended permanent exclusion in extreme cases.