



## Dane Court Grammar School

### Anti Bullying Policy

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. The aim of the anti-bullying policy is to ensure that students at Dane Court learn in a supportive and safe environment without fear of being bullied.

Procedures for dealing with bullying must not compromise or pre-empt the right of a student and his/her parents to make a direct complaint to the police. In the case of serious injury the police will always be informed.

As a school we do recognise that each situation will be individual and application of the policy may vary on occasions.

#### Definition

'Aggressive or insulting behaviour by an individual or group, often repeated over a period of time, that intentionally hurts or harms' (OFSTED)

Bullying is therefore, the **repeated** intimidation of a victim that is intentionally carried out by a more powerful person or group in order to cause physical and/or emotional hurt.

Bullying can range from **verbal abuse**, such as text messages, threats, name calling etc., to **physical abuse** such as deliberate jostling, theft or damage to property, or bodily harm etc., to **manipulative bullying** such as excluding, ostracising, malicious accusations etc.

#### Objectives

- Within the curriculum the school will raise the awareness of the nature of bullying by its inclusion in form time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.
- Students will be confident in the knowledge that they will be listened to.
- Matters relating to bullying will be dealt with promptly. Evaluation of the incident will continue until it has been resolved.
- Procedures and sanctions for dealing with bullying are clear and applied appropriately.
- Procedures will aim to support all parties involved.
- The policy to be kept alive through widely communicating, referring to it regularly and constant evaluation.

**As a school we do recognise that each situation will be individual and application of the policy may vary on occasions. For instance, when an incident is minor, or sometimes on the first occasion of bullying, it may be deemed adequate to get all parties together in order to resolve the situation amicably. If however, this approach does not work we will revert to the use of the procedures outlined below.**

#### Procedures for dealing with bullying

1. All cases of alleged bullying will be noted by the Head of House and reported to the Key Stage Manager who will be kept informed of all investigations and updates
2. The Head of House or Form Mentor will interview the student and any witnesses, who will also record the events in writing.
3. The Head of House will interview the bully/ies and will record events in writing. If there are a number of bullies involved, they will be interviewed both separately and

together, but they will be kept apart whilst they write their own account of what took place.

4. The Head of House will record the interviews with all parties.
5. In the event of a complaint being upheld the Head of House may invite in the parents, and the bully/ies will be interviewed in their presence and left in no doubt as to the effects of bullying, and the school policy on bullying. They will be warned that sanctions will be applied in the case of any recurrence of the bullying.
6. Repetitions of bullying, or repercussions from previous incidents will be dealt with promptly and firmly by the school.
7. Where it seems appropriate, resolution meetings will be held with all parties to discuss 'moving on' and avoiding repetition of bullying incidents. Several students have been trained in restorative approaches and they can be very useful participants in the process.
8. In consultation with the Head of House, the Key Stage Manager, will explore appropriate avenues through which provision can be made to help the victim and the bully. The Head of House will advise all students on how to deal with bullying
9. In the case of a complaint not being resolved to the satisfaction of all the parties concerned, the Key Stage Manager will inform both the student/s and the parent/s of other avenues available to them.

### **Support and training**

- A Restorative Justice programme has been initiated and will continue to be implemented. This is intended to encourage students to resolve problems in a positive and collaborative manner.
- Advice and support will be made available, as well as curriculum support and materials. Help is also given to staff that deal directly with parents.
- It is important to include mid-day supervisors, TAs, Sixth Form 'mentors' and other non-teaching staff in training.

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