



LOUGHBOROUGH HIGH SCHOOL

ANTI BULLYING POLICY

This policy was developed through consultation with a committee comprising pupils and staff from the High School. The policy reflects current trends and new guidelines which promote the development of a culture of listening and encourage openness and discussion. A student-centered approach is vital to give 'children a voice and adults more ears'.

Definitions

Bullying consists of deliberately unkind or hurtful or threatening behaviour. It is often repeated over a period of time and it is hard for 'victims' to defend themselves.

Bullying can take many forms including:

- Physical – hitting kicking
- Verbal – name calling, insulting, commenting hurtfully and/or negatively, teasing, picking on someone cruelly
- Indirect – spreading rumours. Untrue facts about someone, excluding someone from a friendship group, circulating notes, emails or text messages about someone, taking other's property repeatedly,
- Assuming negative body language towards a person, 'looking' at someone in a hostile or threatening manner.
- Cyber-bullying – emails or text messages of a derogatory or upsetting nature, misuse of social networking sites

More specific types of bullying

- Sexual Harassment – on the grounds of someone's gender or sexual orientation
- Racial Harassment – based on race, ethnic or national origin
- Religious Harassment – based on religious beliefs or practices
- Disability Harassment – based on disability impairment or additional need

We wish to create an environment in which:

- Every individual can be themselves (hold themselves in high esteem) without fear of comment, or criticism of lifestyle choice/beliefs
- Bullying in any form is totally unacceptable
- Anyone who feels that he or she is being bullied is actively encouraged to tell someone either at home or at school
- The environment is felt to be a safe one by all involved
- Any bullying which is reported will be investigated and dealt with sensitively (and effectively)
- The views of those reporting the bullying and those who are accused will be respected and they will be made aware of any action to be taken

- There is recognition that each situation is different and that the procedures adopted will depend on the circumstances.

The philosophy underpinning this policy is the importance of mutual respect in a community where all are actively concerned for each other's welfare. This philosophy is supported and explored through form times, PSCHE sessions, other appropriate areas of the curriculum and extra curricular activities. In this way we hope that all members of the community will have a sound understanding of the policy and confidence that it will be implemented.

Procedures

- Bullying may be reported by an individual contacting a member of staff directly or through friends, parents, it can be made through a letter so long as it is not anonymous – anyone with whom they feel comfortable.
- Strategies adopted will depend on the circumstances and may include discussion with the individuals involved to consider ways of dealing with the situation and avoiding repercussions.
negotiation/mediation between the parties concerned.
- In the case of a pupil, if the matter is not easily resolved:
Ensuing discussions should involve the pupil(s) concerned, the form tutor and the head of year.
The same member of staff should interview both parties separately.
The two parties should be kept separate for the duration of the interviews.
Two staff should be present, one of whom should act as scribe.
Both the accused and the accuser will be asked to write their own account of the discussion and the behaviour which led to the allegation immediately after the interview.
This should then be recorded on SIMS and the Deputy Headmistress (PJP) notified.
- The reporting of bullying may not always lead to the direct punishment of those accused, but, if the complaints are shown to be well founded and/or the behaviour continues, the full range of sanctions are available, including exclusion and expulsion.

This is a serious issue and everyone should be aware that in extreme cases bullying can lead to a victim contemplating, or even taking their own life.

Staff are made aware of the times and places where bullying is most likely to occur, through Heads of Year, if they are a form tutor and through regular updates to the policy by the head of PSCHE, at staff meetings, when necessary.

Our aim is always to stop bullying happening and to help those who are involved in such instances which may occur to establish more positive relationships.

This policy is regularly reviewed

October 2009