

Policy Title: <b>Bullying Policy</b>	Effective Date:	March 2018
SMT Member Responsible: Sue Powell	Review Date:	March 2021
Governors' Committee Responsible: Staffing Care & Guidance		

## 1. Rationale

- 1.1 Bullying is defined as the wilful, conscious desire to hurt, threaten or frighten someone. It can be physical, verbal, written (including malicious notes, e-mails or text messages) and/or psychological. Bullying is unacceptable because it makes pupils unhappy. Pupils who are being bullied are unlikely to concentrate effectively on their school work and so their learning is affected. Some pupils avoid being bullied by not going to school. Pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour.
- 1.2 It is recognised that children's friendships can be complex and changing; consequently, some alleged bullying issues can be a reflection of this.
- 1.3 Every pupil has the right to enjoy a school life free from bullying.
- 1.4 Sheldon is, therefore, committed to:
- Raising awareness of bullying issues through the tutorial programme and PSRE curriculum
  - Taking seriously all allegations of bullying.
  - Developing a climate of openness which encourages pupils to talk about bullying problems if they arise.
  - Working with pupils, staff and parents to prevent it happening.
  - Dealing with it effectively when it does happen.
  - Fully promoting and supporting the pupils' anti-bullying pledge

## 2. Guidelines

- 2.1 Dealing with bullying
- The prime aim of any action is to prevent recurrence of any bullying.
  - All staff must contribute to the elimination of bullying (see staff handbook).
  - All allegations of bullying should be investigated.
  - There is a range of strategies available.
  - All staff who work closely with children with issues will receive appropriate training.
  - Records should be kept of serious 'one-off' incidents and ongoing issues which cause concern.
  - Where appropriate, outside agencies will be involved.
- 2.2 The Victim
- The victim will always be listened to – help and support will be offered as appropriate.
- 2.3 The bully
- The school will work with the bully to help him/her understand the impact of his/her action and the need to modify his/her behaviour.
  - Punishment will be used when it seems appropriate and constructive.

## 2.4 Parents

- Parents will be informed of Sheldon's policy towards bullying.
- The school will work with parents to offer support where appropriate, to both the victim and the bully.
- The school recognises that parental support will be vital for the success of Sheldon's policy.

## 2.5 Pupils

- Pupils will be made aware of the range of people they can talk to about bullying issues.
- Pupils must feel able to talk about incidents of bullying in the knowledge that something constructive will be done about them.
- Peer support needs to be harnessed to prevent bullying.
- Pupils will be regularly reminded of the Anti-bullying Pledge.

## 3. Conclusion

The successful implementation of this policy is vital to ensure that all pupils enjoy a happy and successful time at school.

See also: 'Anti-bullying Pledge', Equalities Policy and E-Safety Policy