



Penn Hall School

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Anti Bullying Policy

2009-2010

Review Date: _____

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Rationale

The perceived incidences of bullying at Penn Hall School are low. We believe this to be due to pupils generally being very supportive of each other and very accepting of each other's differences. We do recognise however, that bullying does occur on occasions. This policy is intended to continue and encourage positive attitudes between pupils, and to provide a framework for dealing with incidents of bullying that may occur.

Definition of Bullying

Bullying is deliberately hurtful behaviour that is repeated often over a period of time, making it difficult for the person concerned to defend themselves.

Bullying can take many forms. The three main types are:

- Physical – hitting, kicking, taking belongings
- Verbal – name calling, insulting, racist or homophobic remarks
- Indirect – spreading unpleasant stories about someone, excluding someone from social groups

Although resolving conflict by resorting to fighting is not acceptable, it is not bullying if two pupils of equal power and strength fight or quarrel.

Aims

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour
- To create an ethos which encourages pupils to disclose and discuss incidences of bullying behaviour

- To show commitment to overcoming any bullying by practising zero tolerance
- To develop procedures for noting and reporting incidents of bullying behaviour
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment
- To develop a programme of support for those affected by bullying behaviour and for those involved in bullying behaviour
- To make all staff (including domestic and transport) aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims

Achieving Aims

All action relating to curricular issues underpins the belief in valuing people as individuals and their right to a bully-free environment.

The stated aims will be further achieved through the school's policies and programmes already in practice.

Staff Responsibilities

- Use the curriculum to increase pupil's awareness of bullying and to help them to develop strategies to combat it. Use discussion (circle time) and role play to explore issues related to bullying and to give individual children confidence to deal with 'bullying'
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying behaviour

- To foster by example the values we as a school believe in
- Always take reports of bullying seriously and investigate them thoroughly (pupils will be encouraged to report all incidents of bullying to an adult. These will then be reported to the class teacher)
- Take appropriate action, or refer the matter to a member of the management team for further action
- To report all incidents of bullying to the Headteacher
- To record and inform parents of bullying incidents
- To retain records for monitoring purposes

Approved by Governing Body on:

June 2002

Jen Smith