ANTI-BULLYING POLICY | 17b

Aim
To have a school where all students feel safe and secure and bullying is regarded as unacceptable. Students should feel that they can approach someone in school if they do experience bullying and action will be taken to ensure it stops.

What is bullying?
Bullying is the repeated aggression or harassment over a period of time, with the intention of hurting another person, which results in pain and distress to others. It can also be any act which deliberately sets out to hurt, cause harm, threaten or frighten another individual.

Bullying can include:

Physical	pushing, kicking, hitting, pinching or any other use of violence, taking belongings
Verbal	name calling, insulting, sarcasm, making offensive remarks spreading rumours, teasing
Emotional	excluding, tormenting (i.e. hiding books, threatening gestures), being unfriendly, racial taunts, graffiti, gestures
Racial harassment	is when someone is bullied because of her/his colour, the ways/he speaks or the fact that her/his nationality is different from yours. In 1999 the MacPherson Report defined racist bullying as "any incident which is perceived to be racist by the victim or any other person".

Incidents can include:
- Verbal abuse by name calling, racist jokes and offensive mimicry
- Physical threats or attacks
- Wearing of provocative badges or insignia
- Bringing in racist leaflets, comics or magazines
- Inciting others to behave in a racist way
- Racist graffiti or other written insults – even against food, music, dress or customs
- Refusing to cooperate in work or in play

Sexual harassment impacts on both genders. Boys are also victims – of girls and other boys. Sexual bullying is characterised by:
- Abusive name calling
- Looks and comments about appearance, attractiveness, emerging puberty
- Inappropriate and uninvited touching
- Sexual innuendoes and propositions
- Pornographic material, graffiti with sexual content
- In its most extreme form, sexual assault or rape

Sexual orientation. Students do not necessarily have to be lesbian, gay or bi-sexual to experience such bullying. Just being different can be enough.
Cyber bullying – the use of text messages, internet chat rooms and e-mail to bully an individual.

All incidents of racial harassment should be recorded as that and not simply 'bullying'.

Implementation

1. Students must report all bullying incidents to an adult
2. Throughout the year there will be a clear anti-bullying message via assemblies, Fitz Focus, Fitz Focus + and in the way staff handle negative interactions between students. All aspects or the curriculum promote tolerance and fairness as part of the social, moral, spiritual and cultural development of students.
3. Any incidents of bullying must be recorded on a Bullying Incident Report. As much evidence as possible must be collected. This includes the statements of the alleged victim and the alleged aggressor and as many witnesses as possible.
4. Action should aim to counsel/comfort/reassure the victim and make the bully very aware of the effects of his/her actions, hopefully leading to some kind of appropriate apology or restitution. Sanctions may be necessary but it may well be the case that both parties agree to apologise to each other, especially with first offences. As part of normal teenage behaviour, groups of students may fall out with each other for the most minor of reasons but this in its self can be the start of more serious bullying but it is as well to highlight to students the unacceptable behaviour.
5. All bullying that is reported will be recorded in the school's bullying log.
6. Outside agencies may be involved and consulted. If bullying is also occurring outside school, it may be appropriate to involve the police.
7. Any bullying via social networking will also be dealt with severely. If a student is bullying another student online, the school will take action even if they are doing the bullying out of school time. This is in line with the most recent cases in employment law.
8. Further support for the victim (or bully) will be offered. This may be via a member of staff or through the Peer-Counselling service.
9. We recognise that on occasions an altercation between two students can be a quick reaction to a "one-off" situation. If both participants are happy to resolve the situation then and there, they may be dismissed with a reprimand. Form tutors can be informed verbally. Bullying infers deliberate and long-term effort to make people unhappy and seriously disrupts learning, attendance and denies a feeling of well being to which all are entitled.
10. We will follow-up after an incident to check that the bullying has not started again. Immediately after intervention the bullying is likely to stop.

However, research has shown that bullying can be very persistent and recur. If students expect follow-up, they are unlikely to start bullying again.

Monitoring and evaluation
Bullying logs will be analysed by HOYs and SWMs on a weekly basis to look for patterns of bullying and act accordingly. This will be monitored by the Pastoral Director/Assistant Headteacher. National benchmarking data will be used to evaluate the effectiveness of the school's policies. There will be an annual review of the policy by the school council.

ABC LEVELS
Achievement, Behaviour and Community Levels

COMMUNITY

Bullying Behaviours	Level	Likely sanction
Name calling.	1	Warning and bullying incident report written.
Repeating name calling, threatening another student, ganging up on another student.	2	Loss of breaks/lunchtimes. Bullying incident report written.
Continuing any of the above behaviours despite warnings.	3	Tutor/HOY detention and parents involved. Bullying incident report written.
Regularly repeating the above behaviours. Racism, homophobia, hitting another student.	4	Isolation/senior detention. Bullying incident report written.
Persistently behaving as above despite previous warnings. One off serious incidents or violence.	5	Exclusion.

For further information see Mr A Williams.