



Anti-Bullying Policy

Date adopted : October 2016

Date to be reviewed : As required

Entitlement

We are firmly committed to the principle that all students and staff have the right to receive their education in a safe and secure environment, free from humiliation, oppression and abuse. The Governors and staff of Lawnswood School will ensure that students and colleagues will be offered the opportunity to work in a protected, supportive and caring atmosphere, free from threat or coercion from other members of the school community.

Bullying

Bullying is the wilful desire to physically or emotionally harm another person, or to put him / her under stress.

Bullying may take the form of physical, verbal or written intimidation, extortion, exclusion from groups, spreading of malicious rumours, threatening gestures, theft or vandalism of property, or harassment due to racial, sexual, homophobic or disability-based discrimination.

Bullying may take place via various forms of electronic communication e.g. email, text messaging or postings on social network sites.

To deter and combat bullying in all its forms:

1. The school will ensure that all students are aware of their right to a safe, secure environment.
2. The school will promote a non-violent ethos. Bullying in any of its forms or aggressive play will not be accepted.
3. The school will ensure that all pupils are aware of what constitutes bullying through assemblies, PSHE education and during tutor time.
4. The school will make parents and students aware of what action to take if bullying occurs.
5. The school will take action in all cases of bullying.
6. The inclusion and pastoral teams will seek to make staff aware of any students who are particularly at risk of becoming victims of bullying.

Anti-bullying in practice

- Students who are being bullied should report the matter immediately to a member of staff. On receipt of the information, Year Managers and Heads of Year will take appropriate action. *The subsequent investigation may include all relevant staff, parents and even outside agencies.*
- Parents of students who are being bullied should report the matter to their child's Year Manager or Head of Year.
- Friends of students who are being bullied should report it to the Form Tutor, Year Manager or Head of Year.

- Staff should be alert to any possible incidents of bullying, particularly if forewarned via a staff briefing. Any suspicious behaviour should be tackled promptly and reported to the relevant Year Manager via the SIMS behaviour database. Vulnerable students should be watched especially carefully.
- Staff are particularly well placed to monitor any inappropriate, intimidating forms of language used by students.
- Duty teams should be alert to any suspicious behaviour and pay particular attention to vulnerable students.
- Note that racist incidents are a separate category on the SIMS behaviour database and are reported to the Local Authority.
- In-service support and training for all staff on the causes, effects and methods of dealing with bullying will be part of the school's development plan.
- Victims of bullying will be offered support within school.
- The perpetrators of bullying will be dealt with appropriately. Sanctions / strategies may include the following:
 - Involving parents
 - Behaviour contracts
 - Reconciliation meetings
 - Detention / Internal exclusion / After school provision
 - Exclusion

Whole school strategies:

Student planners

These contain information reminding students of their rights and responsibilities with regard to bullying.

School assemblies

Pastoral teams and members of SLT regularly talk about bullying issues in assemblies.