

# MORE HOUSE SCHOOL

## POLICY

### ANTI-BULLYING

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#### **Rationale:**

This policy should be read in conjunction with the School's Anti-Bullying Strategy. This policy is in place to ensure that everyone in the school, staff and pupils, has an awareness of and sensitivity to bullying: any behaviour which is intended to hurt, threaten or frighten another person or group of people. Appropriate measures will be taken to support the victim and reform the perpetrator.

#### **Purpose:**

To recognise that bullying can be:

1. Physical - hitting, kicking, shoving, pinching, damage to someone else's belongings.
2. Verbal - name calling, nasty teasing or spreading rumours, including racism, homophobia and transphobia, whether directed towards children or adults.
3. Indirect - someone being deliberately left out or ignored.
4. Subtle - nasty looks, gestures - often difficult to detect.
5. Repeated often - can continue for a long period of time.
6. Electronic – targeted e-mails and text messages.
7. Extortion.

#### **Broad Guidelines:**

Bullying should be thoroughly discussed in assemblies, during flexi-day activities and reinforced in lessons. Pupils are made aware of what action to take if they become a victim and that they cannot beat bullying single-handed.

- a) Tell someone - friend, teacher, parent or independent visitor.
- b) Make sure they explain how the situation is affecting them.
- c) Make sure that they have a say in the solution.
- d) They should inform the Headmaster if they think a teacher is treating them unfairly.

The following steps may be taken when dealing with incidents:

#### **School**

More detailed information is provided in the School's Anti-Bullying Strategy.

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached, with support from head of year (HoY) and the senior management team (SMT) where needed.
- A clear account of the incident will be recorded and given to the HOY.
- The HOY will interview all concerned and will record the incident.
- Form tutors will be kept informed and if it persists the form tutor will advise the

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appropriate subject teachers.

- Parents will be kept informed.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

#### **Pupils**

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending
- detention
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in form tutor time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

#### **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

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It should be acknowledged that some children set themselves up as victims and the reasons for this should be thoroughly investigated and appropriate counselling given. Pastoral support should be arranged.

- Preventative measures are in place within the curriculum such as Speech and Language Therapy and social skills sessions in which group or individual problems are discussed.
- Any suspicions of a potential bullying problem are identified and discussed at the 8.20 am staff meeting at which both boarding and teaching staff are present.
- Any adverse behaviour which may be the precursor of bullying should be addressed by behaviour modification methods which are already in place.
- Parents are encouraged to voice any concerns and to ring the School's Main Reception staff on 01252 792303 and they will be kept informed of any incident involving these sanctions either as perpetrator or victim.
- All members of staff have a duty to inform the Headmaster if they believe a colleague is involved in bullying, whether this information has come from a boy or from observation. The Headmaster will investigate this and take appropriate recorded action.
- If members of staff have concerns about the Headmaster, they should take the matter to the Chairman of Governors. More information on staff-members' responsibilities to report concerns can be obtained in the school's Whistleblowing policy.

#### **Conclusion:**

Every member of the School's community has the right to be a part of a warm, caring environment and that we have a responsibility to protect this right.

**Appendix A - The following School policies and documents form an important continuation of the policy described above:**

- [Anger Management policy](#)
- [Anti-Bullying Strategy](#)
- [Behaviour for Learning policy](#)
- [Boarding Policy](#)
- [Child Protection, incorporating Safeguarding policy](#)
- [Cyber Bullying, Mobile Phones, and the use of ICT policy](#)
- [Form Tutor policy](#)
- [Handling Pupils' Concerns policy](#)
- [ICT Acceptable Use and E-Safety Guidance policy](#)
- [Managing Allegations of Abuse policy](#)
- [Whistle-Blowing - Safeguarding policy](#)