

# Feltonfleet Anti-Bullying Policy

## Rationale, Aims and Objectives

At Feltonfleet, our community of staff, day pupils and boarders is based upon respect, good manners and fairness. We are committed to providing a safe and caring environment that is free from disruption, violence and any form of harassment so that every one of our pupils can develop his or her full potential. We expect our pupils to treat members of staff with courtesy and co-operation so that they can learn in a relaxed but orderly, atmosphere. A central feature of the Feltonfleet Way is that all pupils should care for and support each other.

We pride ourselves on respect and mutual tolerance. Ours is a diverse community, with pupils from a variety of cultural, religious and ethnic backgrounds. Some pupils require additional support and help. Parents/guardians have an important role in supporting the school in maintaining high standards of behaviour and that both school and home have consistent expectations of behaviour and co-operate closely together.

Bullying, harassment and victimization, and discrimination will not be tolerated. Any allegation will be treated very seriously. We treat all our pupils and their parents fairly and with consideration and we expect them to reciprocate towards each other, the staff and the school. Any kind of bullying is unacceptable.

Where necessary, we will apply the sanctions described in our Behaviour Policy for behaviour that constitutes bullying or harassment of any kind. It is also understood that, although bullying is not a criminal offence, there are criminal laws which apply to harassment and threatening behaviour. The School is well aware of the physical and psychological damage that bullying can cause.

## Relevant Informing Documents

*Safe to Learn – Embedding anti-bullying work in schools*  
*National Minimum Boarding Standards for School*

## Definition

Any repeated wilful act which causes pain or stress to another person.

This may be in the form of gesture, physical or verbal aggression, deliberate exclusion or extortion. It will include racial, religious, cultural, sexual, sexist, homophobic, special educational needs and disability bullying and all aspects of cyber-bullying\*. See appendix i

## Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. They are possible signs and will be investigated if a child:

- doesn't want to go on the school / public bus
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- feels ill in the morning
- begins to do poorly in school work
- has possessions which are damaged or " go missing"
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying will be considered a possibility and will be investigated.

### **Collection of Information**

In the event of bullying being alleged the aggressor(s) and victim(s) will be interviewed separately. The separate parties may be asked to write their account of the incident.

Relevant staff – Deputy Head, Year Leader, Form Tutor, boarding staff – will be informed.

### **Recording**

A written record of the events and the interviews will be kept on the files of the pupils concerned and copies will be given to the Headmaster.

A record of incidents will be kept by the Deputy Head, so that patterns of behaviour between pupils/year groups can be identified and strategies devised.

### **Protection of the Victim**

Confidentiality will be maintained.

### **Negotiation and Action**

In the event of bullying behaviour both parties will be counselled.

The victim will be counselled and given time with a member of staff (or, most likely, his/her form tutor) to talk about what has happened, how they feel about the experience, what they feel comfortable with, in terms of action taken and invited to suggest ways that the school can support them further. A clear monitoring framework will be established to reassure child and parent.

The aggressor(s) will be informed that no form of bullying will be tolerated and that the School's action policy on bullying follows a set pattern – supported in the Behaviour and Discipline Policy - which in repeated cases will lead to parental involvement and, ultimately, expulsion. The pupil will also have an opportunity to discuss the reasons underlying their behaviour and strategies to prevent bullying behaviour in the future. Parents will be notified to solicit their support.

A deadline will be set for improvement or further action. If there is no further repetition within a certain agreed period (e.g. 12 months) the record may be expunged from the pupil's file. If a pattern of behaviour that constitutes bullying emerges other punitive or restitutorial action will be taken.

If bullying behaviour is linked to a particular issue (e.g. death, divorce, disfigurement), then this will be addressed through a discreet education programme, addressing the problem, through Positive Living or Circle Time but not focused on a particular child.

### **Follow-up**

The bullying behaviour will be raised as an issue of concern at the weekly staff Welfare Meeting to ensure staff and supervisor accountability and involvement in monitoring the situation in the weeks to follow.

Both parties will be interviewed, separately, in the days that follow, to discuss what has happened since the disclosure and action taken. They will be invited to share how they feel with their form tutor or Year Leader. The situation will then be reviewed on a weekly basis.

The follow-up procedures will be the same for day and boarding pupils. In the event of a bullying incident involving a boarder then the Deputy Head will liaise closely with the Head of Boarding and the boarding staff.

### **Boarders**

At the start of each year there is an induction session for Boarders on bullying and on the importance of creating and sustaining an anti-bullying culture within the Boarding House. No initiation ceremonies or similar activities are tolerated.

Staff and senior boarders receive specific and regular training in order to be able to identify and report incidents of bullying behaviour or emerging concerns.

### **Appendix ii:**

#### **Bullying: Preventative Measures**

Every opportunity to reinforce the message that:

- a. any form of bullying is not acceptable at Feltonfleet and

Where individuals really matter

b. the message from the DCSF 'Safe to Learn-Embedding anti-bullying work in Schools' should be taken.

These are most likely to be in the form of the positive message of looking after each other and being kind rather than the negative approach of 'Don't Bully'.

Preventative measures include:

- the pastoral care framework
- staff training (*Part of new staff induction, periodic whole staff INSET, annual in-house Year Leaders and Form Tutors INSET*)
- a weekly welfare meeting which identifies pupils vulnerable to bullying and strategies to intervene
- year leaders regularly evaluate the effectiveness of interventions with SLT and form tutor teams
- staff on duty being alert to potential bullying situations
- anti-bullying scheme of work in Positive Living
- anti-bullying themes in assemblies
- year group *Post Boxes* where children can post their concerns
- anti-bullying themes discussed in circle time sessions
- reinforcement of 'Feltonfleet Way' message
- display work reinforcing the anti-bullying culture
- issues discussed during tutor time at registration
- role-play in drama
- other curricular lessons such as RS and English
- use of peer mentor system
- anti-bullying leadership training to Year 8 pupils
- Internet, E-mail and mobile phone use policies
- staff, pupil, parent training on cyber bullying prevention
- use of school counsellor

Form tutors and Year Heads should regularly reinforce and discuss with pupils strategies for dealing with bullying behaviour and what they should do and who they should speak to if they feel that they are being bullied.

June 2011

Next Review: June 2012

Responsible: Deputy Head

\* *Cyberbullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others.*

*Other relevant policies and documents:*

Behaviour Policy

Cyber-bullying Policy

Social Networking Policy

Equal Opportunities Policy

Accessibility Policy

Positive Living Policy