

Policy adopted: January 2012
Policy reviewed: June 2018
Review date: June 2019
Designated SLT Link: Julian Young
Archway School has a duty to monitor the operation and effectiveness of policies. Designated authority: Governors' Welfare & Discipline Committee



Anti Bullying Policy

Aims

Archway school will endeavour to provide a safe, secure and supportive environment for all its students, staff and visitors to the site. The school will not tolerate any form of behaviour whether it be verbal, physical, emotional, sexual, cyber, racist or homophobic, which causes harm or distress.

Bullying can be defined as:

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group whether physically or emotionally. Examples include peer on peer, cyber, racist, homophobic, transphobic and gender related bullying.

Any behaviour that results in any individual person feeling anxious, frightened, threatened or intimidated will be investigated and appropriate action taken. Every attempt will be made to promote self worth and self esteem.

If there is a suggestion of a child protection issue, the bullying investigation will stop and Safeguarding Procedures will be instigated.

Principles

We will do our utmost to:

- Create an atmosphere in the school where all members feel comfortable to report their own or other distressing experiences in the belief that they will be dealt with sensitively and impartially.
- Ensure that the initial complaint received by the school is always taken seriously and investigated impartially without prejudging the issue. Encourage everyone to be open and honest. All parties involved should be valued by the investigator.
- Acknowledge the past, but move forward in an attempt to establish positive attitudes between the parties.
- Encourage the aggressor to understand how the victim feels.
- See parties separately and/or together as appropriate. Complaints and opinions will be fully discussed.
- Make an undertaking that the aggression will never happen again. Appropriate support may be offered.
- Understand that long term aggression may take considerable time to resolve and will need the involvement and support of parents.
- Undertake regular monitoring of all parties.
- Ensure that the school's ethos is regularly discussed in assemblies, Social, Personal and Citizenship Education (SPACE) lessons and tutor time.
- Ensure that the information in this policy is available to all staff, students, parents and governors.

We will:

- Keep a written record of the complaint, investigation and action taken. All serious and persistent incidents will be held centrally by the Assistant Head.

- Report the number and nature of these incidents annually to the Governors Welfare & Discipline Committee. Actions, which cause serious distress, may result in exclusion pending a full and thorough investigation of the facts.

This policy should be read in conjunction with the documents named below.

Archway School has a duty to monitor effectiveness of this policy. The operation and effectiveness of the policy will be monitored by the Governors' Welfare and Discipline Committee annually.

Responsibilities

Headteacher
Senior Management Team
Governors
Heads of Department and Year
All teaching and support staff
All students and their parents

Further References

Gloucestershire County Council Guidelines (Tackling Bullying in Schools)
Gloucestershire County Council Guidelines on Exclusions
Behaviour Policy
Safeguarding Policy
PSE Programme
Equality Policy
Internet User Policy
Physical Restraint Policy
SEN Policy
Home/School Agreement
LA Behaviour Plan
SWGfL
Croner's Legal Guide
Appendix
Confidentiality / Disclosure Policy