



Anti-Bullying Policy

The school has a very clear Policy Statement about bullying, which states that it is something that will not be tolerated at Aldwickbury School. Whenever the school is made aware of a boy being “unkind” to another person we will do something; boys are encouraged to tell the staff if they know of any such situations. All serious issues will be investigated by the Headmaster or Pastoral Deputy Head before deciding what action should be taken. We attempt to give strategies to deal with problems in Personal, Social and Health Education lessons. We also use forums such as assemblies and form lessons and tutorial periods to discuss related matters. This policy links with the school’s behaviour policy.

Aims and Objectives

This policy sets out how Aldwickbury School deals with the issue of bullying. It clarifies how the school seeks to prevent bullying from occurring as well as how instances of bullying are identified, dealt with and monitored. Through the successful implementation of this policy the school aims to meet the objectives set out in the Every Child Matters initiative, specifically that boys should:

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution
- Achieve economic well-being

This policy is relevant to all pupils at Aldwickbury, including EYFS for whom the lead practitioner is Judy James, Head of Pre-Prep.

Policy Statement

1. Definition

Bullying is deliberately causing hurt or distress to someone else with no provocation and over a period of time. The bullying may focus on various areas which could include: racial, religious, cultural, sexual/sexist, homophobic, disability or involve technology (cyber-bullying). The hurt or distress may be caused in various ways:-

Violent action	e.g., punching, kicking, etc.
Other action	e.g., hiding a shoe, groaning at a mistake
In words	e.g., name-calling, suggesting false ideas
Exclusion	e.g., leaving out of a game/conversation.

In many cases, “having a bit of fun” at someone else’s expense (teasing) is easily accepted by the recipient. Unfortunately, on some occasions, teasing is inappropriate or excessive and hurts the feelings of the victim; in certain situations this can be defined as bullying. Pupils have to learn that there is a fine dividing line, and that excessive or inappropriate teasing causes more hurt than they may have been intended. The school recognises that bullying can have serious psychological consequences for the victims which can (in very serious circumstances) result in suicide. Support is given both to the victim and perpetrator in all identified instances to prevent long term damage and bolster confidence as well as prevent repeat behaviour.

2. Opposition to all bullying

The school is strongly opposed to bullying in any and every form and will do all it can to encourage boys to behave in a friendly and considerate way towards others. The staff and Prefects will watch out constantly for signs of bullying, and will do all in their power to deny a bully the freedom and opportunity to operate.

The school will do all it possibly can to explain to the perpetrators of bullying why their behaviour is unacceptable. If necessary, the school will openly and firmly punish those involved as perpetrators and spectators of bullying. If punishment is necessary, parents will be informed. A boy who persists in bullying may be suspended or expelled from the school.

3. Prevention

Aldwickbury takes a proactive approach to preventing bullying. Strategies for dealing with bullying are given throughout the school as part of PSHCE periods and discussion of these issues take place as part of our tutorial system in the upper part of the school, often linking to our Aldwickbury Values. Our Aldwickbury Values underpin much of our PSHCE work and serve to give boys the strength of character they need to avoid being bullies themselves but also to stand up to bullying behaviour if it is observed. Cyber-bullying seminars are held once a year for boys in Years 6 and 7 and this issue is also addressed as part of ICT lessons. PSHCE is also mapped across subject areas at Aldwickbury and topics relevant to bullying are covered in various curriculum areas throughout the school.

Staff are constantly updated on ongoing issues to be aware of and are also given guidance on individuals, times and places to look out for. Prefects are also involved (where appropriate) in preventing bullying and meet regularly with the Deputy Head (Pastoral) to discuss how they can help in this area.

4. Duty to report bullying

It is the duty of every boy, whether or not he is directly involved, to report any incident of suspected unkindness to the teacher on duty. This will then be investigated to ascertain if it is indeed bullying. The 'If You Need to Talk' posters give details of the various adults a boy could talk to in the event of any concern.

The teacher may deal with the matter himself or pass it to the Headmaster or Deputy Head (Pastoral). In all cases, the Form Tutor, or Tutor should be fully briefed on the incident.

The idea of 'sneaking' is an invention of bullies to help keep their deeds secret. Reporting is right; remaining quiet is wrong.

5. Recording and Monitoring

Records of incidents of unkindness or bullying identified through the minus system are recorded on SIMS by the Deputy Head (Pastoral). Incidents of this type, with the action taken, are collated regularly by the Deputy Head (Pastoral) and any patterns are noted and acted upon if necessary.

Headmaster

September 2004

Reviewed September 2006

Reviewed September 2008

Reviewed September 2009