



Richard Lander School

Anti-Bullying Policy

Bullying can be defined as 'Persistent deliberate, unprovoked physical or psychological harm by a more powerful child or young person or group, against a weaker child or group'.

Our aim is to provide an environment free of the above.

The following policy is to be used in conjunction with the Behaviour Policy, Race & Diversity Policy, and the Single Equality Scheme.

Principles

This school respects and promotes the ideal that everyone has the right to work in a happy environment without the need to cope with bullies. Students and parents are assured that when an incident is reported, it will be dealt with fairly and promptly.

Aims

- to make sure that all staff and students understand that bullying, in all its forms, is unacceptable at Richard Lander School
- to devise and use strategies for promoting discussion and that everyone recognises this is a 'telling' school
- to make sure that students, parents and staff understand what is meant by bullying and that everyone knows how to report an incident of bullying and how this will be handled
- that incidents of bullying are reported to and investigated by the Student Support Team.
- that incidents of bullying are recorded and reported half-termly to A.B.C., who are monitoring incidents of bullying on behalf of the L.A.

Guidelines

- We recognise that bullying comes in many forms and that it is not always easy to detect, e.g. pushing against walls, whispering, nicknames, ostracising from a group and the more obvious physical forms. With new technologies, bullying can be made manifest through cyber space.
- Unless incidents of bullying are recognised and dealt with promptly, recipients may suffer from anxiety and depression, low self-esteem or withdrawal, all of which may lead to low participation in school, poor academic performance, physical illness, psychosomatic complaints, or self harm.
- It is essential that bullying is discussed regularly in a structured way e.g. at tutor time, during Personal Development lessons, through the School Council and assemblies. The use of www.surveymonkey.com to gauge the levels, effects and the way we deal with bullying can be an effective tool.
- It is important we recognise that bullying behaviour can be perpetrated by students and staff and that anyone can be bullied.

- Any victim should be aware of what to do and who to go to, in the knowledge that they will be listened to and the situation will be acted upon immediately.
- When an incident of bullying is discovered, the school will contact the parents of both the recipient and perpetrator when necessary and take appropriate disciplinary action (see Behaviour Policy).
- Regular opportunities, with regards to identifying and dealing with bullying, will be found for staff training, especially for new staff.
- It is to be hoped, that once dealt with, the bullying will not be repeated.
- If any incident is considered to be sufficiently serious we shall use the appropriate outside agencies, such as Anti-Bullying Cornwall (A.B.C.) who may work with the bully as well as the victim in an attempt to positively resolve the bullying incident/s.
- In school, the peer mentoring schemes such as A.F.I.D. and Respect may also have a role to play.
- Restorative Justice methods can also provide for positive resolution of incidents of bullying.
- It needs to recognise that the bully needs his or her behaviour modified and the victim needs to feel safe and be helped to assertively deal with episodes of bullying.
- A range of sanctions are available to the school such as detentions, seclusion and exclusion.
- It is important that post sanction, restitution methods are clearly enforced.