



Anti-Bullying Policy

Bullying will not be tolerated at Villiers High School.

1. Definition and Symptoms

1.1 Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, and where it may be difficult for the person being bullied to defend themselves. The main types of bullying are:

- Physical (e.g. pushing, hitting, kicking, inappropriate touching)
- Verbal – (e.g. name calling, insults, jokes, teasing, inappropriate remarks, harassment)
- Social - (e.g. spreading rumours, excluding someone from social groups, peer pressure to conform)
- Provocative - (e.g. racist, sexist, homophobic, anti-disability comments and actions)
- Cyber-bullying – (e.g. text, phone calls, pictures/video-clips, email; social media, websites)
- Non-verbal – (e.g. staring, dirty looks, spitting)
- Other – (e.g. extortion, blackmail, hiding personal property, theft)

1.2 Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, pretending to be ill, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

2. Prevention

2.1 Teachers should take a zero-tolerance approach to bullying. They should deal with situations in a professional and sensitive way and should not ignore even minor name-calling or unkindness. Teachers should be pro-actively aware of the signs of bullying and show that they will take action if it is brought to their attention. Where necessary, information about issues between pupils which might provoke conflict should be sent to the Form Tutor and Head of Year. Action that may be taken includes an email to all staff advising that certain students be monitored and separated in lessons. The form tutor will conduct regular meetings to monitor this.

2.2 Other whole school preventative work includes:

- New academic year anti-bullying assemblies with tutor time resources to support
- New academic year anti-bullying procedures clarified for staff
- National Anti-bullying Week activities
- Student anti-bullying committee set up
- Social and emotional aspects of learning (SEAL) and personal development lessons at KS3 and KS4
- CCTV
- Staff supervision i.e. a strong staff presence, before and after school, during break and lunch times
- Targeted support for vulnerable students and those with additional needs
- Student lead anti bullying mentors who run drop in and mentoring sessions
- Email link on the school website for students to report any incidents of bullying
- Information included in student planners, posters in classrooms and corridors informing students about how they can report bullying
- Access to our Safer Schools Officer

3. Intervention

3.1 Most serious incidents of bullying will be referred to the Head of Year or Deputy Head [Pupil Support] by class teachers via the Head of Department or by the Tutor. The bullied pupil and bully/bullies will be asked to record the events on a Pupil Statement Form

3.2 Staff should fill in a Red Incident Form recording details of the incident.

3.3 The Head of Year/Assistant head (Behaviour) will investigate the incident and record details of discussions with both parties

3.4 The parent/guardian will be informed, or invited into school to discuss the issues, when appropriate

3.5 Reports of incidents will be placed in pupils' files and details entered onto SIMs.

3.6 The victim will be supported and his/her progress monitored following the incident. The bully will be sanctioned, if appropriate, and will also be monitored to ensure that there is no repetition of such behaviour. The unacceptable nature of his/her behaviour and the consequences of any repetition will be explained and may be put in writing to the parents/guardians

3.7 Sanctions listed in the School Behaviour Policy may be used when dealing with bullying. These include detention, internal exclusion, fixed term exclusion, involvement of the police, or in extreme cases, permanent exclusion

3.8 Bullying which occurs beyond the school gates such as on school or public transport, outside the local shops or in the local community will be investigated by the school and acted on. If the bullying poses a threat to a member of the school or public, the police may be notified.

4. Support Agencies

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues. www.anti-bullyingalliance.org.uk

Kidscape - www.kidscape.org.uk 02077303300

Childline – advice and stories from children who have survived bullying 0800 1111

Bullying on line - www.bullying.co.uk

Family lives – advice and links for parents www.familylives.org.uk 08088002222

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. www.stonewall.org.uk.

Cyberbullying.org - one of the first websites set up, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org