

# **Anti-Bullying Policy**

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**Immanuel College**

March 2010

## ANTI-BULLYING POLICY

### **Definition of Bullying**

“Bullying is conduct intended to cause hurt either physically or psychologically, which is unprovoked and which continues over a long period.”

It may be further defined as the deliberate and repeated attempt to humiliate, threaten, frighten or hurt someone by means of verbal or physical abuse, and could also include racial, religious, cultural, sexual/sexist, homophobic, disability and cyber (social websites, mobile phones, text messages, photographs and email) bullying. A feature of bullying in schools is that its existence is not always immediately known or suspected by those in authority. The school recognises the seriousness of bullying in causing psychological damage and even suicide.

We consider the following types of behaviour to constitute bullying:

#### **1. Verbal:**

- a. Humiliating others
- b. Threatening others
- c. Inciting others to humiliate and threaten others

#### **2. Physical:**

- a. Jostling
- b. Intimidating through physical gestures and actions
- c. Hitting/pushing/punching/kicking
- d. Serious fighting
- e. Use of weapons / threatened use of weapons  
(or any object which could be used as a weapon)

#### **3. Isolation of others by a refusal to co-operate with them:**

- a. Refusal to sit next to / talk to / work with others
- b. Refusal to follow staff instructions to do the above

#### **4. Abuse of Personal Property**

#### **5. Written Abuse**

- a. On paper
- b. Through phone text message
- c. Via e-mail
- d. On internet sites

### **Objectives of the bullying policy**

1. To enable all members of the school community to understand what constitutes bullying.
2. To ensure that parents and the school community are aware of the students' right to be protected from physical, written and oral abuse or intimidation.
3. To increase the sensitivity of the school community to incidents of bullying.
4. To ensure that bullies are dealt with swiftly and firmly.
5. To provide counselling / help for victims of bullies and for bullies themselves.
6. To create and maintain a non-violent and non-threatening atmosphere in the school by, *inter alia*, regular staff training and through educational opportunities that arise such as PSHE lessons, English lessons, circle time, the involvement of guest speakers and assemblies.
7. To raise awareness of staff through training, taking action to reduce the risk of bullying at times and in places where it is most likely.

### **Procedure for Dealing with Reported Bullying:**

Members of staff to whom disclosures are made should initiate the following procedures themselves and/or consult with the relevant staff as appropriate.

1. All disclosures, whether from a pupil, a parent or a member of staff, should be taken seriously and treated with sensitivity. The victim should be made aware that his/her safety is considered to be of paramount importance. Parents will always be informed if their child has been found to be either a victim or a perpetrator of a bullying incident. All instances of suspected bullying should be recorded in writing and passed to the relevant Head of Section.
2. Victims, alleged bullies and witnesses should be interviewed separately and required to write down independent accounts of the incidents/situations.
3. In the course of this procedure enquiries should be made to ascertain whether or not the alleged bully has been involved in similar incidents involving this or other pupils, thus enabling patterns of behaviour to be established.
4. The relevant Form Tutor and the Heads of Sections should always be informed. In serious cases these will be discussed with the Director of Pastoral Education and the Head Master and in his absence one of the Deputy Heads. Consultation with the Form Tutor, Heads of Sections and Director of Pastoral Education will determine which level of the school management is most appropriate to deal with the incident.
5. Action should then be taken with regard to each of the following:
  - Advice and support for the victim in accordance with the behaviour management policy.
  - Sanctions and support for the bully in accordance with the behaviour management policy.
  - Informing the parent of the victim, the bully and possibly others involved.
  - Formally recording the incident on the student(s)' files.
  - Giving general information to all staff, through daily staff briefing and staff meetings, of incidents of bullying, mentioning the type of incident and the individuals involved.
  - Giving relevant feedback and reminders about appropriate behaviour to students.