

Anti-Bullying Policy

Definition: Bullying is a behaviour or action which deliberately or repeatedly causes physical or mental hurt to another. It includes the intentional or perceived causing of pain, distress, anxiety, humiliation or social exclusion to one pupil by one or more other pupils, by physical or verbal means, or through damage or loss of property.

The school defines the different types of bullying as:

Racial, religious, cultural, sexual/sexist, homophobic, special educational needs and disabilities and cyber (involving mobile phones, social websites, text messages, photographs, emails.)

It is recognised that the seriousness of bullying can cause psychological damage and could lead an individual to take their own life.

Rationale

The School will not tolerate bullying.

The School respects and supports every individual and the equal rights of each individual.

Children are made aware of bullying in assemblies, lessons, and in the dormitory situation. (Appendix 1)

Pupils are encouraged to report all incidents of bullying, to any adult.

Pupils should understand that all incidents of bullying will be investigated and recorded.

Equality and Diversity

The school seeks to build understanding and toleration. There are a variety of faiths and nationalities in our school, both adults and children.

Unfair treatment of any person on the grounds of race, religion, gender, sexuality or nationality will not be tolerated and should this occur children will be counselled and shown why this is wrong.

Appropriate measures will be taken to heal the problem and achieve understanding and care. (see Equality and Diversity policy)

Action to be taken

A member of staff, or in serious cases the Headmaster, will talk to the victim to find out exactly what is happening. They will then talk to the bully (or bullies) to find out their side of the story. If possible they will try to get both parties together to sort out the problem, using the 'No Blame' approach (see Appendix 2)

The member of staff interviewing the children will make a written report of the incident and copies will be passed on to the Deputy Head, relevant Head of Care and the pupil's files.

Pupils will be made aware that positive action will always be taken and that this will be designed to improve the situation and that it will not have adverse effects on the victim.

Parents will be communicated with at an early opportunity to make sure that both victim and bully are supported by home and school.

Increased supervision will be arranged if particular times or places are identified.

Instances of serious or repetitive bullying will be passed on to the Headmaster

We will in the first instance try to help the bully to be aware of the effect of their behaviour and adopt it into more positive channels.

We will make sure that the bullying does not continue by seeing both the victim and the bully on several occasions. Victims must tell a member of staff if it happens again.

If bullying is serious or persistent, then the parents of both bully and victim will be informed and the parents will be asked to become involved in stopping it.

Follow-up action

Teaching staff, house parents and matrons will be asked to closely monitor the situation and report back to Staff Meetings or Care Meetings.

Appendix 1

BULLYING

What is it?

Bullying has taken place when someone deliberately makes someone else unhappy. This can be random or based on their race, religion, culture, sex, sexuality, academic ability or special educational needs or disability. It can be:

Physical – when someone is hurt

Verbal – when someone is teased or unkind things are said

Exclusion – when someone is deliberately left out, without reasonable cause.

Cyber Bullying – making use of internet or mobile phones to make someone feel unhappy

In some case of bullying people become so unhappy that they may try to take their own life.

At Sherborne Prep School we will not tolerate bullying.

Who can you tell?

Reporting bullying is not sneaking, so report if it you are being bullied or know of someone who is being bullied.

First tell your form teacher, tutor, matron, parents, or anyone else you feel you can trust.

A member of staff must be told at some point so why not tell them straight away?

What will happen?

We will listen to you.

Your teacher or matron will talk to you to find out exactly what is happening.

They will then talk to the bully to find out their side of the story.

If possible they will try and get you together to sort out the problem.

They will make sure that the bullying does not continue. You must tell them if it happens again.

What will not happen?

It will not get worse so don't let the bully threaten you and tell you not to 'sneak'.

You will not be left alone to fight for yourself - we will help you.

Appendix 2

The No Blame Approach : The Seven Step Programme

The teacher talks to the victim about their feelings and to find out who was involved. The incidents do not need to be detailed. He or she may be asked to write a poem or draw a picture.

The teacher meets with a group of about ten pupils who were involved including onlookers.

The teacher explains the victim's feelings and the problem.

Again, without allocating blame, the teacher asks for the group's help in improving the situation.

The teacher encourages each member of the group to suggest how the victim could be helped to feel happier. The ideas are positively received from the teacher but no commitments are made.

The teacher suggests they try out their ideas to see what improvements can be made.

A week later, the teacher organises another meeting to see how things are progressing.