



ANTI-BULLYING POLICY

Our aim in Parkside School is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated or accepted by the school.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:-

- physical (hitting, kicking, theft);
- verbal (name calling, racist remarks); including homophobic names
- indirect (spreading rumours, excluding someone from social groups).

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils are encouraged to report bullying in school.

All staff are expected to be alert to signs of bullying and act promptly and firmly against it.

It is accepted that bullying also occurs with adults. See 'Dignity at Work' policy.

Implementation

The following steps may be taken when dealing with incidents:-

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- a clear account of the incident will be recorded and given to the Head of Lower, Middle or Upper School and Deputy Head/Head of School.
- The Head of Lower, Middle or Upper School, the Deputy Head or Head of School will interview all concerned and will record the incident in the incident file.
- form tutors will be kept informed and if it persists the form tutor will advise other staff at pupil briefings.
- parents will be kept informed.
- measures will be taken and used as appropriate and in consultation with all parties concerned.
- Work will be done throughout the school surrounding e-safety.

Pupils who have been bullied will be supported by:-

- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice;
- reassuring the pupil;
- offering continuous support;

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- restoring self-esteem and confidence.
- Advise on methods to help resilience.
- Having restorative work done with the bully – as appropriate.

Pupils who have bullied will be helped by:-

- discussing what happened;
- discovering why the pupil became involved;
- establishing the wrong doing and need to change;
- informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:-

- official warnings to cease offending;
- detention;
- placed on a report (the level at which to be determined by the Head of Department, Deputy Head or Head of School);
- minor fixed term exclusion;
- major fixed term exclusion;
- permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. Work is on going about e-safety and tolerance of those who are perceived to be different. An emphasis on anti-bullying occurs every year in anti-bullying week which is held throughout Norfolk County Council Schools. Parkside uses this week to encourage pupils to be good friends.

Monitoring, Evaluation and Review

The school will review this policy regularly and assess its implementation and effectiveness.

Signed.....

Dated.....

To be reviewed: Spring 2019

Summer 2017