

THE BISHOPS' SCHOOL

ANTI-BULLYING POLICY



This policy is written in line with the School Mission Statement.

In The Bishops' School we believe that any form of bullying whether verbal or physical is unacceptable. Everybody involved in the school has a right to feel safe and happy whether they are a pupil, parent, governor, member of staff or visitor.

Incidents of bullying of staff by colleagues or parents are covered by the County Policy - Harassment, Bullying and Victimisation, which has been adopted by the governing body. Staff can access counselling and support anytime through Stressline (0800 587 0014) or through their unions.

Definitions

Bullying is an extreme form of anti-social behaviour, which involves persistent, maybe deliberate, harm, intimidation or humiliation.

Most behavioural issues that are dealt with in the school are anti-social acts, which are addressed through the school's PSHE curriculum and normal pastoral care.

Measures to prevent Bullying

In The Bishops' School curriculum approaches such as PSHE, Circle Time and Key Stage assemblies lead to the exploration of anti-social behaviour and bullying and how to deal with them. Self esteem is often an issue for the victim and/or bully and systems such as rewards, celebrating success recognise the positive contribution all children make to the community. The school also uses the service of a trained counsellor to support children and parents through workshops and individual casework.

Children who are feeling vulnerable on the playground are encouraged to join the Nurture Club which is run by an LSA each lunchtime and offers a safe space for play inside, with a friend, and ends with 15 minutes outside with the LSA near at hand.

*'Live Fully, Laugh Often, Learn Deeply,
Love as God Loves You and Let Your Light Shine!'*

Actions

Children are encouraged to inform staff when they have been bullied. However, sometimes the bullying is identified through adult observations or dialogue with parents. Once identified the following steps are immediately taken:

- Interview with victim - with or without parent or friend (by HT, DHT or CT)
- Interview with bully/bullies
- Meeting with all involved
- Discussion of problem and responsibilities
- Outline future expectations
- Discuss appropriate sanctions for bully/bullies and involve parents if necessary
- Discuss support for victim, which may include Nurture Club or Circle of Friendship
- Set review date
- Monitor situation

Sanctions

Sanctions are age and incident related. Such sanctions could include withdrawal from playtimes, lunchtime exclusion, fixed term exclusion or in persistent or severe cases permanent exclusion, but will always involve parents and headteacher or senior staff.

Reviewed June 2017

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