

Anti-Bullying Policy.

Bullying is an issue that we all take very seriously at Bredon School. We accept that victims can become depressed and suicidal, and even take their own lives. We aim to ensure pupils and staff know that bullying is always unacceptable. We encourage an environment where independence is celebrated and the individual can flourish without fear. Every pupil has the right to be safe and happy, and to be protected when feeling vulnerable. By various and repeated messages to pupils via personal tutors, assemblies, the Pupil Guide, CIT, PE/Sport lessons to name but a few, we ensure all pupils know how to report bullying, knowing they will be listened to and believed, and that action will be taken which will be swift, effective yet sensitive to the situation and their concerns.

We describe bullying as “a behaviour that makes people feel uncomfortable, intimidated or threatened whether intended or not”. There are many kinds of bullying; the main types are:

Physical – hitting, kicking, hiding belongings, “barging in” to a group of pupils

Verbal – name calling, teasing, insulting, writing unkind notes

Emotional – being unfriendly, tormenting, spreading rumours, “death stares”, excluding, threats

Exclusion – excluded from groups, activities/discussions

Damage to property or theft, extortion

Cyber – via internet or mobile phones. Threats by text or email, name-calling, misuse of pictures or videos. (See Cyber-Bullying Policy for more details)

Homophobic – calling pupils “gay” to cause offence etc. – being unkind/violent/mockling/ excluding a pupil because of sexual orientation

Racist - being unkind/violent/mockling/excluding a pupil because of race/colour of skin

Sexist - being unkind/violent/mockling/excluding a pupil because of gender.

Staff duties are carefully designed to allow for good observation of certain area and times where we feel problems might occur. Times include before school, break, lunch, after school and later in the evenings (i.e. High Profile times). Areas include toilets, hard court, Magnolia Walk, the road from The Bothy up to Stable House etc.

Staff know the procedure of reporting incidents of bullying via the “Incident form” located in staffroom, boarding areas, Studies Office. When completed they are handed to Personal Tutor, Head of Boarding or Vice Principal (Pastoral) who will deal with the issue. When the enquiry is completed, all parties are informed as necessary. The Vice Principal also records the incidents on data base and keeps a close eye on names and trends. All situations are observed over the next few weeks to ensure full resolution has taken place.

Pupil victims are made aware that revenge is not appropriate, and the bully is made aware that the behaviour is unacceptable. Every effort is made to resolve the problem through discussion. Depending on the severity of the situation, the Principal and/or parents will be informed as to the issue and how it is being resolved. If the bully continues to behave inappropriately, further sanctions will be put in place including internal suspension, invitation to meet regularly with the School's counsellor, parent-pupil interview at the school with Vice/the Principal, fixed-term exclusion, and as a last resort, permanent exclusion from the School.