

## **Blundell's Anti-Bullying Statement**

- Bullying and unkindness whether physical or mental are entirely unacceptable at Blundell's. It conflicts sharply with the school's principles and we will always treat it seriously.
- Bullying may be defined as: Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally.
- Bullying is the intentional hurting, harming or humiliating of another person by physical (including sexual), verbal (including email, chat room and SMS messages), and emotional means (by excluding, tormenting or spreading malicious rumours). It can involve manipulating a third party to tease or torment someone. It can involve complicity that falls short of direct participation.
- Bullying is often hidden and subtle. It can also be overt and intimidatory.
- Bullying may involve actions or comments that are racist, sexual or sexist, homophobic, which focus on religion, cultural background, disabilities or other physical attributes (such as hair colour or body shape).
- Bullying can happen anywhere and at any time and can involve everyone - pupils, other young people, staff and parents.
- All members of Blundell's have the right to enjoy their lives free of bullying and harassment. Anyone who feels bullied or intimidated has the right to expect the School to listen and to act promptly and sensitively to deal with the problem.
- If you feel that you are being bullied, talk to someone: your Housemaster or Housemistress, your Tutor, your House Matron, a Monitor, the Chaplain, the Second Master or the Head Master. It is also right for you to talk to your parents about it, and for them to discuss it with the school.
- If you find it difficult to talk to anyone at school or at home then you can phone the 24 hour Childline service on 0800 1111. All calls are free and confidential and trained counsellors will help any young person with a problem. Other people who may be able to help you are listed in the Personal Problems Procedures printed in the front of the School Calendar.
- You should treat others as you would hope to be treated yourself in an atmosphere of mutual respect. If an incident occurs you should do what you can to show your disapproval of bullying.
- Bullying will never stop if it is kept secret and no one faces up to it. If you think someone else is being bullied, talk to a member of staff or a monitor about it. We guarantee that whistle-blowers who act in good faith will not be penalised and will be supported.
- What can we do about bullies and the victims of bullying? The first thing is to talk and improve communication, individually and in confidence, in small groups, in year groups, depending on what people feel comfortable with. We can help people to understand themselves and others, and to cope better with life at school.
- Harassment and threatening behaviour are criminal offences. At its worst it can cause serious and lasting psychological damage and even suicide. If a pupil cannot learn to stop bullying this will lead to punishment or even exclusion from the school.

## **ANTI-BULLYING POLICY & GUIDELINES FOR STAFF.**

*Your attention is drawn to the DCSF guidance “Safe to Learn: Embedding Anti-Bullying Work in Schools” ([www.teachernet.gov.uk](http://www.teachernet.gov.uk))*

### **AIMS AND OBJECTIVES**

At Blundell’s, our community is based upon respect, good manners and decency. We are committed to providing a safe and caring environment that is free from disruption, violence and any form of harassment so that every one of our pupils can develop their full potential. We expect our pupils to treat members of staff with courtesy and co-operation so that they can learn in a relaxed; but orderly, atmosphere. All pupils should care for and support each other.

Blundell’s prides itself on its respect and mutual tolerance. Parents and guardians have an important role in supporting Blundell’s in maintaining high standards of behaviour. It is essential that school and homes have consistent expectations of behaviour and that they co-operate closely together. Acceptance of this policy forms part of our standard terms and conditions. This policy is available to parents of pupils and prospective pupils on our website and on request. It is also available and known to staff and boarders, including junior and recently appointed staff.

Bullying, harassment and victimisation and discrimination will not be tolerated. We aim to treat all our pupils and their parents fairly and with consideration and we expect them to reciprocate towards each other, the staff and the school. Any kind of bullying is unacceptable.

At Blundell’s, we always treat bullying, including allegations of bullying, very seriously. It conflicts sharply with the school’s policy on equal opportunities, as well as with our social and moral principles. Bullying can be so serious that it causes psychological damage, eating disorders, self-harm and even suicide, and, whilst bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour.

We reserve the right to investigate incidents that take place outside school hours, on school visits and trips and that occur in the vicinity of the school, involving our pupils.

### **GUIDANCE FOR STAFF**

All new members of staff will be given guidance on the school’s anti-bullying policy and in how to react to allegations of bullying at Induction. They will be required to read the school’s policy as part of their induction. Further training will occur on staff INSET days. Further reading and information is available in Section 9.

Flagrant cases of bullying are fortunately not normal features of life at Blundell’s, but we should be aware that it can happen at any time, and that patterns of bullying, once established, can easily repeat themselves, even to the extent that those who have suffered themselves may in their turn cause others to suffer.

Discreet but constant vigilance is therefore essential and is an important part of our role in the school. Teachers should arrive on time for lessons and be alert to signs of horseplay: the pupil who waits alone outside the schoolroom (or who hangs about after the lesson) may well be a victim. Similar considerations apply to games, and other activities. The less structured times of the day, meal times, break and the weekend, are moments when bullying and unkindness can occur. There may also be places where pupils are more at risk, such as changing rooms or dormitories and workrooms. It is therefore important for tutors or a trusted senior pupil to keep an eye on things unobtrusively. We should always be alert to any inappropriate language or behavior or other dubious practices and never acquiesce to them. We should always be aware of and reflect on our own behaviour in case it might unintentionally trigger bullying.

Peer-group bullying is most likely to occur among the younger pupils - as the pecking order develops. We should also be aware that some pupils could be more vulnerable than others; those who are shy, come from an over-protective background, are different in some way, behave inappropriately with others or even show off expensive possessions. They may well need our guidance about how to adapt their behaviour so as to avoid or deal with bullying and unkindness (See section 6).

It is important that as a school we act with consistency about bullying. Discussions should take place in houses with tutors, matrons and senior pupils to minimise inconsistencies and ensure that reaction is immediate before matters have a chance to escalate, and that minor incidents are dealt with; this should reduce the occurrence of more serious bullying.

## **1. ACTIONS TO PREVENT BULLYING**

Pupils need to be aware that both staff and senior pupils disapprove of bullying behaviour and will act if bullying is brought to their notice. An anti-bullying ethos should be in place, reinforced by all adults; something that takes time and a drip feed approach - repeated plugging of the theme with pupils. The majority of children who are not involved are the most effective preventative and protective force in countering the problem. A clear understanding is therefore essential. Pupils must be reminded that initiation ceremonies designed to cause pain anxiety or humiliation are unacceptable.

The 'Blundell's Anti-Bullying Statement' is issued to all new pupils and their parents and is published on noticeboards around the school. All new pupils (including boarders and our youngest pupils) are briefed thoroughly on the school's expected standards of behaviour. They are told what to do if they encounter bullying. Bullying will be returned to at House Meetings and it will also be covered by the Head Master in Latin Prayer or in a talk to a year group when necessary.

Our Medical Centre, all our boarding houses, and central noticeboards display advice on where pupils can seek help, including details of confidential help lines and web sites connecting to external specialists, such as Childline. Advice is also published in the front of the School Calendar and in the Pupil Planners.

The issue is an important part of the PSHCE syllabus. What bullying can involve, its causes and results and strategies to deal with it will be explored in detail with all the junior pupils. The programme is structured to enforce the message about community involvement and taking care of each other. Elsewhere in the curriculum in subjects such as RS, English and Drama opportunities should be taken to explore issues of diversity and difference - discussing what schools and society can do to end discrimination.

Pupils should be listened to carefully and opportunities be provided for them to express views and opinions whether it be in lessons, in Tutor time or informally. Use is made of pupil surveys to find out the extent of any bullying problems, so we can work to reduce them.

Housemasters or Housemistresses should ensure that tutors, matrons and any other house staff share their views and know what to do and how far their discretion lies. Cases and problems can be discussed at tutor meetings with the matron present.

Our trained School Counsellor is an important part of our pastoral support service, providing specialist skills of assessment and counselling. She is available to give confidential advice and counselling support to pupils who can refer themselves to her when they have social, emotional or behavioural concerns. On occasion, a member of the pastoral team may refer a pupil to her.

The School Chaplain will give support and guidance to pupils of all faiths who are able to refer themselves to him, perhaps at a time of family break-up, sickness or bereavement. The Chaplain will provide confidential advice and seek to encourage the development of tolerance, understanding and respect for others in a multi-faith community.

All members of the Lower Sixth receive anti-bullying training from the Second Master at the beginning of the Sixth Form. Often adults will not need to deal with minor cases of bullying when senior pupils are aware and active. They need to agree as to what bullying is and to be conscious that they can deter it both through their example and stated discouragement, but also through their vigilance and the care they take of younger members of the house. Additional courses of action include:

- a. Discussion of bullying at monitors training sessions or other meetings where the School's view is clearly stated. Are monitors' boundaries on the subject the same as yours? Are they aware that there are always two sides to every story if not more, that what may seem funny to a potential bully and perhaps to themselves may not be to the victim?
- b. Discussing particular cases of unhappiness with monitors and enlisting their advice, support and/or action in dealing with the problem.
- c. Advice to senior pupils as to what action is appropriate in particular circumstances (see section 4). It should include the extent of their discretion in dealing with cases of bullying.

## **2. DETECTING BULLYING**

Changes in behaviour that may indicate that a pupil is being bullied include:

- Unwillingness to return to school
- Displays of excessive anxiety, becoming withdrawn or unusually quiet
- Failure to produce work, or producing unusually bad work, or work that appears to have been copied, interfered with or spoiled by others
- Books, bags and other belongings suddenly go missing, or are damaged
- Change to established habits (e.g. giving up music lessons, change to accent or vocabulary)
- Diminished levels of self confidence
- Frequent visits to the Sanatorium with symptoms such as stomach pains, headaches
- Unexplained cuts and bruises
- Frequent absence, erratic attendance, late arrival to class
- Choosing the company of adults
- Displaying repressed body language and poor eye contact
- Difficulty in sleeping, experiences nightmares
- Talking of suicide or running away

Although there may be other causes for some of the above symptoms, a repetition of, or a combination of these possible signs of bullying should be investigated by parents and teachers.

### **Racism**

Examples of racism that we need to be alert to include:

- Verbal abuse by name-calling, racist jokes and offensive mimicry
- Physical threats or attacks
- Wearing of provocative badges or insignia
- Bringing racist leaflets, comics or magazines into school
- Inciting others to behave in a racist way
- Racist graffiti or other written insults, even against food, music, dress or customs
- Refusing to cooperate in work or in play

## Sexual bullying

Sexual bullying can have the following characteristics:

- Sexual innuendoes and propositions
- Abusive name-calling
- Looks and comments about appearance, attractiveness (e.g. emerging puberty)
- Pornographic material, graffiti with sexual content
- In its most extreme form, sexual assault or rape

## Homophobia

We should be alert to sexual bullying based around sexual orientation, whether or not the person being bullied is gay, lesbian or bisexual. Generally Homophobic bullying looks like other sorts of bullying, but in particular it can include:

- Verbal abuse - including spreading rumours that someone is gay, suggesting that something or someone is inferior and so they are 'gay' - e.g. 'those trainers are so gay!'
- Physical abuse – including hitting, punching, kicking, sexual assault, and threatening behaviour.
- Cyberbullying – using on-line spaces to spread rumours about someone or exclude them. Can also include text messaging, including video and picture messaging.

## Special educational needs and disability

We should be alert to the fact that pupils with special educational needs or disabilities are often at greater risk of being bullied than other pupils on the basis of their educational difficulties or disability.

## Cyberbullying – See Section 7 below

With constantly advancing technology we must be alert to this unpleasant and particularly intrusive form of bullying. Cyberbullying can involve Social Networking Sites, like Bebo, Facebook and Myspace, emails and mobile phones, used for SMS messages and as cameras.

## **3. SHARING ANY CONCERNS**

Pupils should be encouraged to "tell" when bullying occurs, if not the Housemaster or Housemistress or another adult, then a senior pupil. Friends of victims should be encouraged to do the telling, if necessary: this is difficult and pupils usually jib at it, but the more it occurs the more acceptable it becomes. We should guarantee that whistle-blowers who act in good faith will not be penalised and will be supported. Others in a year group should be reminded how important it is to let someone know if a problem recurs.

Any staff or senior pupils who witness any form of bullying however minor or who are at all concerned about any behaviour should report it to the pupils' Housemaster or Housemistress. These incidents may be part of a bigger picture of which the Housemaster or Housemistress may be aware.

Parents should be made aware on their child's arrival in the school of the importance of keeping lines of communication with the Housemaster or Housemistress open so that any unhappiness of which they hear can be investigated and where necessary dealt with quickly.

## **4. PROCEDURES FOR DEALING WITH REPORTED BULLYING**

If an incident of bullying is reported, the following procedures are adopted:

- The member of staff or senior pupil to whom it was reported or who first discovers the situation, will control the situation, reassure and support the pupils involved.
- He/she will inform the House Master/Mistresses or another appropriate member of the pastoral team as soon as possible.

- The House Master/Mistresses who is leading the investigation should inform the House Master/Mistresses of any other pupils involved in the incident as soon as possible so that they may be involved in the interview process. The Second Master should also be informed. In very serious incidents, the Head Master should be informed at this stage.
- The victim will be interviewed on their own and asked to write an account of events.
- The bully, together with all others who were involved, will be interviewed individually and asked to write an immediate account of events.
- The incident should be recorded on a School Bullying Incident form and signed and dated before forwarding to the Head Master. The Second Master will then receive a copy and he is responsible for keeping all records of bullying and other serious disciplinary offences, securely in a locked cabinet in his office.
- The victim will be interviewed at a later stage by a member of the pastoral team, separately from the alleged perpetrator. It will be made clear to them why revenge is inappropriate. They will be offered support to develop a strategy to help them.
- The alleged bully will be interviewed at a later stage by a member of the pastoral team, separately from the victim, and it will be made clear why their behaviour was inappropriate and caused distress. They will be offered guidance on modifying their behavior. If appropriate a disciplinary sanction will be given as set out in the school's Behaviour Management Policy; for example withdrawal of privileges or suspension. In particularly serious and/or persistent cases, the bully should expect permanent exclusion.
- The parents/guardians of all parties should be informed and invited into school to discuss the matter. Their support should be sought.
- A way forward, including disciplinary sanctions and counselling, should be agreed. This should recognise that suitable support is needed both for children who are being bullied and for pupils who bully others. Further reading and information is available in Section 9.
- A meeting involving all the parties, with close staff supervision, could be helpful in developing a strategy for all concerned to close the episode.
- A monitoring and review strategy will be put in place.
- In very serious cases, and only after the Head Master has been involved, it may be necessary to make a report to the Police or to the Social Services. However, it is the policy of Blundell's School to attempt to resolve such issues internally under the school's own disciplinary procedures, unless the matter is of such gravity that a criminal prosecution is likely. The school may exclude a pupil, either temporarily or permanently, in cases of severe and persistent bullying and in the event that the support put in place for the bully does not result in the modification of behaviour to an acceptable level.

## **5. RECORDING AND MONITORING INCIDENTS OF BULLYING**

All bullying incidents and our response to them should be recorded by the Housemaster or Housemistress on a School Bullying Incident form which should be forwarded to the Head Master. The Second Master will keep a central record of all incidents so that patterns of behaviour can be identified and monitored. The Second Master will also enter a incident record in the privileged information section of the pupil's file on the PASS system. The incident record will occur under the name of the pupil who was bullied and also the perpetrators. All staff have access to these files and so if they have any concerns they can check the file, but they are reminded that if they witness any form of bullying however minor or are at all concerned about any behaviour they should report it to the pupils' Housemaster or Housemistress as soon as possible. These incidents may be part of a bigger picture of which the Housemaster or Housemistress will need to be aware.

## **6. MEASURES TO HELP VICTIMS OF BULLYING**

It can be helpful to try to identify those likely to be bullied and try if possible to minimise the characteristics that might make them susceptible. This can be either preemptive action or part of

the way victims can be helped not to attract bullying in future. The literature identifies "passive" (unassertive in their peer groups) and "provocative" (hyperactive) victims.

Discussion might help them to:

- Realise that they need to help themselves
- Be positive and assertive
- Be less selfish
- Be less aggressive
- Maintain friendships
- Understand non-victim body language

Regular meetings with an adult to discuss progress can help. Reference to the Kidscape booklets such as 'You can beat bullying' and 'Stop bullying' may be useful.

Remind the pupils that if they find that they are bullied again then they should :

- Try to remain calm and look as positive as they can
- Be firm and clear – look the bully in the eye and tell them to stop
- Get away from the situation as quickly as possible
- Tell an adult or monitor what has happened straight away.

The best thing that can be said is that Blundell's is an environment where there is a general understanding clearly exemplified by the community that bullying is unacceptable.

## **7. CYBERBULLYING POLICY**

### Definition

"Cyberbullying is the use of Information Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else."

*Department for children, schools and families*

Cyberbullying can have a serious impact because of a number of factors including:

- Invasion of personal space
- The anonymity (at least initially) of the bully
- The ability to broadcast upsetting messages and images rapidly to a potentially huge audience and to continue to do so repeatedly over a long period of time

### Forms of Cyberbullying

Cyberbullying may take different forms:

- Threats and intimidation via electronic means
- Harassment or 'cyberstalking'
- Sexting
- Vilification/defamation
- Setting up website pages to invite others to post derogatory comment about a pupil
- The sending of insulting and vicious text messages
- Exclusion or peer rejection
- Impersonation
- Unauthorised publication of private information or images (including 'happy slapping')
- The posting of fake and/or obscene photographs of the victim on a social networking site
- Hacking into social networking sites and removing and circulating material which may embarrassing or personal
- Manipulation
- "Chatting" on line e.g. through Social Network/Gaming/MSN Sites etc.

Whilst some cyberbullying is clearly deliberate and aggressive, it must be recognised that some incidents of cyberbullying may be unintentional and the result of simply not thinking about the consequences.

### Preventing cyberbullying

Members of the Blundell's community will understand and discuss cyberbullying through:

- The sharing of the definition of cyberbullying
- The discussion of cyberbullying and its forms
- The learning of our responsibilities in the use of ICT, and the sanctions for its misuse
- Agreed rules will be followed when using ICT (see Acceptable Use of ICT Policy)

Policies and Practice:

- Annual reviews will be made of our strategies to tackle Cyberbully and the Acceptable Use of ICT Policy
- Records will be made of cyberbullying incidents - through Housemasters/mistresses to the Second Master in line with other bullying incidents
- Pupils will be encouraged to report incidents of cyberbullying and there will be active promotion of reporting incidents through the school's PSHCE programme.
- The promotion of the positive use of technology will be encouraged.
- The exploration of safer ways of using technology will be carried out.
- The Pupil's E-Safety Committee will be used as a way of sharing information in this area

The prevention of cyberbullying will be promoted through discussion and student activities around what cyberbullying is and how it differs from other forms of bullying. Cyberbullying education will be delivered through PSHCE lessons, Year Group Events and through ICT lessons. Blundell's School reserves the right to monitor pupils' use of the internet on a routine basis and to examine mobile phones where there is reason to suspect abuse. The misuse of technology will be subject to the school's disciplinary regime and will be considered a serious offence. Pupils will be held personally responsible for all material that they have placed on a web site and for all material that appears on a web site of which they are an account holder. Misconduct of this kind outside of school will be liable to school discipline if the welfare of other pupils or the culture or reputation of the school is placed at risk and sanctions may include confiscation of mobile phones or restrictions on the use of the internet.

### Education

Education and discussion around the responsible use of technologies and e-safety are key to preventing cyberbullying and helping children and young people deal confidently with any problems that might arise, whether in or out of school. The school will publicise progress and cyberbullying prevention activities to the whole-school community.

Members of the school community will be encouraged to follow the following advice which is displayed throughout the school.

1. Always respect others - be careful what you say on line and what images you send.
2. Think before you send - whatever you send can be made public very quickly and could stay online forever.
3. Think before you post.
4. Treat your password like your toothbrush - keep it to yourself. Only give your mobile number or personal website address to trusted friends.
5. Block the bully - learn how to block or report someone who is behaving badly.
6. Don't retaliate or reply!
7. Save the evidence - learn how to keep records of offending messages, pictures or online conversations.
8. Make sure you tell:
  - An adult you trust, or call a helpline like Childline on 0800 1111 in confidence
  - The provider of the service; check the service provider's website to see where to

report incidents

- Your Housemaster/mistress - they will be able to help.

**If you see cyberbullying going on, support the victim and report the bullying. How would you feel if no one stood up for you?**

### Responding to Cyberbullying

#### Investigating incidents - the aggrieved

The person being bullied should keep examples of texts or emails received to aid an investigation. To contain the spread of cyberbullying consideration must be given to -

- Contact the service provider or host (e.g. the social networking site)
- Confiscate phones
- Contact the police (in relation to illegal content)

Members of the school community will be advised on steps they can take to avoid recurrence.

This will include-

- Not to retaliate or reply
- Being provided with appropriate contact details of service providers
- An awareness of changing contact details, blocking contacts, or leaving a chatroom.

All allegations of bullying will be taken seriously.

#### Working with the perpetrator and sanctions

Steps should be taken to change their attitude and behaviour as well as ensuring access to any support that is required.

The following factors should be considered when determining the appropriate sanctions:

- The impact on the victim: was the bully acting anonymously?
- Was the material widely circulated and humiliating?
- How difficult was controlling the spread of the material?
- The motivation of the bully: was the incident unintentional or retaliation to bullying behaviour from others?

Technology-specific sanctions for students engaged in cyberbullying behaviour could include limiting internet access for a period of time or removing the right to bring a mobile phone into school. Professional judgment will be used in choosing from a range of strategies to remind individuals and groups of their responsibility to prevent bullying and help deal with it if it happens. Parents of both the aggrieved and the perpetrator (where known) will be informed so that the process of restorative justice can be implemented at an early stage. External agencies will be involved when this is deemed appropriate especially where there has been a breach of criminal law.

#### Recording incidents

All incidents of cyberbullying will be recorded by the pupils' Housemaster/mistress on a School Bullying Incident Form. The same process for recording any other form of bullying will be followed – see Section 5. Incidents will be monitored by the Second Master.

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## **8. COMPLAINTS PROCEDURE**

Parents and pupils are encouraged to use our complaints procedure (which is published on our web site) if they feel that their concerns about bullying (or anything else) are not being addressed properly. Parents of boarders should be aware that they have the right to refer a complaint directly to Ofsted, if they are unhappy with the way in which their complaint has been handled.

## **9. BULLYING INFORMATION, SUPPORT & HELP-LINES**

### **Additional sources of guidance and information:**

#### ***Outside agencies who can offer support are:***

Childline: 0800 1111

NSPCC: 0800 800 5000

Samaritans: 08457 90 90 90

Connexions: 080 8001 3219

Map safe routes to school (software available from MAP IT Ltd 01487 813745)

#### **Advisory Centre for Education**

LC Aberdeen Studios, 22 Highbury Grove, London N5 2DQ.

Tel: 0207 704 9822      Tel helpline: 0207 354 8321 (Mon-Fri 2-5 pm).

Advice line for parents on all matters concerning schools

#### **Anti Bullying Campaign**

185 Tower Bridge Road, London SE1 2UF.

Tel: 0207 378 1446 (9.30 am - 5.00 pm).

Advice line for parents and children.

#### **Children's Legal Centre**

Tel: 01206 873 820

(Mon-Fri: 10 am - 12.30 pm and 2 pm - 4.30 pm).

Publications and free advice line on legal issues.

#### **Kidscape**

2 Grosvenor Gardens, London, SW1W 0DH.

Tel: 0207 730 3300      Fax: 0207 730 7081

Has a wide range of publications for young people, parents and teachers.

Bullying counsellor available Monday to Friday, 10-4.

#### **Parentline Plus**

520 Highgate Studios, 53-79 Highgate Road, Kentish Town, London, NW5 1TL.

Tel: 0808 800 2222.      National helpline for parents: (Mon-Fri 9-9; Sat 9.30-5; Sun 10-3).

#### **Website:**

There are numerous useful sites for which updated links can be found on the DCFS website at

[www.dcf.gov.uk/everychildmatters](http://www.dcf.gov.uk/everychildmatters) or [www.dontsufferinsilence.com](http://www.dontsufferinsilence.com)

#### **Useful reading:**

'Bullying; Wise Guide' by Michele Elliott

'Don't Pick on Me: How to Handle Bullying' by Rosemary Stone

'Your child bullying' by J Alexander

'101 Ways to deal with bullying' - a guide for parents, by M Elliott

'Keeping Safe: A practical guide to talking with children, by Kidscape

'Helping children cope with bullying' by S Lawson

'Confident children: a parents' guide to helping children feel good', G Lindenfield

'Bullying and how to fight it: A Guide for families', by A Mellor

'Fighting, teasing and bullying: Simple and effective ways to help your child', by J Pearce

'The bullying problem: How to deal with difficult children, by A Train

*This policy will be reviewed annually.*

*Policy reviewed June 2010.*