

Blundell's Preparatory School Anti-Bullying Policy

The DCSF Guidance on the prevention of bullying is contained in 'Safe to Learn – Embedding anti-bullying work in schools' and forms the basis for the way that Blundell's Preparatory School deals with bullying.

Definition

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property and can be racist, sexist, cyber, disability or homophobic in nature. It can be an unresolved single frightening incident, which casts a shadow over a child's life, or a series of such incidents.'

Bullying is serious. It can cause severe psychological damage and significant trauma.

Aims and Objectives

At Blundell's Preparatory School staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Research has shown time and time again that the extent of bullying in schools is greatly underestimated.

Consequently, the Head Master has approved this policy.

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people. Staff are also encouraged to talk openly with each other and always have the opportunity to seek advice from colleagues. Through regular staff meetings, the welfare and happiness of the pupils is always an agenda item, and is discussed and action is taken as necessary.

Types of Bullying

Cyberbullying

Cyberbullying is a 'method' of bullying, rather than a 'type' of bullying. It includes bullying via text message, via instant-messenger services and social network sites, via email, and via images or videos posted on the internet or spread via mobile phone. It can take the form of any of the previously discussed types of bullying, i.e. technology can be used to bully for reasons of race, religion, sexuality, disability, and may be characterised by:

- name calling;
- Making use of written notes, e-mails, mobile telephone messages or social networking websites
- Including threats of physical violence.

Racist

- Racial taunts, graffiti, gestures.

Sexual

- Unwanted physical contact or sexually abusive comment.

Homophobic

- Abusive comments focussing on sexuality.

Cultural

- Abusive comments relating to cultural background, place of birth or accent.

Religious

- Abusive comments concerning religious beliefs and religious practices.

Special Educational Needs and disability

- A focus on those who receive Learning Support, have learning difficulties or a physical disability.

Verbal

- Name calling, sarcasm, spreading rumours, name calling, a focus on a disability.

What activities count as bullying?

- Words or actions intended to hurt
- Bullying can be physical – hitting, kicking, punching, pinching or any action intended to hurt.
- Bullies can use words to tease about someone's shape, colour, looks, intelligence, or skills.
- Bullies can use words to hurt by shouting or threatening.
- Bullies exclude people and encourage others to do the same; they leave people out of games, refuse to share a book or a seat, or lend a pencil.
- Deliberately ignoring someone can be termed bullying.

How do bullies act?

- Sometimes alone, sometimes in groups.
- Bullies often get others to do their bullying for them, they have the ideas but don't want to be caught bullying.
- They come in all shapes and sizes, all ages, boys, girls, men and women.
- Bullies are not always obvious; sometimes they appear to be popular.
- Bullies like having power over people.

Strategy for dealing with bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

School Procedures

The Form Head, Head of Pre-Prep and Deputy Head deal with all matters of bullying. The Head Master is informed of the situation. If the problem reoccurs, the Head Master may take the active role. Each case of bullying is a unique problem, but the set guidelines on how to deal with it are as follows:

1. The matter is discussed between the victim and the Form Head and if deemed to be a serious case, it is then referred to the Head of Pre-Prep/Deputy Head.
2. Reference should be made by the Form Head and all details recorded for future reference.
3. If appropriate the victim and perpetrator talk to each other to put their own points of view under the guidance of the Head of Pre-Prep/Deputy Head.
4. After investigation by the Head of Pre-Prep/Deputy Head, if the matter is deemed to be of a more serious nature the Head Master is notified. The child's parents may then be informed and, if necessary, visit the Head Master so that a face to face discussion can take place in the presence of their child.
5. It may also be necessary to have an open discussion between the victim and the perpetrator's parents and the children concerned.
6. All incidents of bullying are recorded and held on file. These incidents are discussed at staff meetings and any patterns are identified and targeted for action.
7. Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, suspension or exclusion from school, depending on the perceived severity of the incident(s). All sanctions should be appropriately recorded on the sanctions sheet or on the child's file.
8. Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition.

The school sends advice for parents on this subject (see appendix 1) and sees this issue as a two way link. Discussion needs to be honest and open. The school would never attempt to hide bullying incidents it recognises.

A leaflet to all the pupils in the Prep School is given annually in assembly. Assembly often tackles this policy and the school's motto 'Non Sibi' not for oneself is actively encouraged. PSHE also provides the opportunity for discussion and listening and the School Council provides a safe forum in which issues may be highlighted. The Head Master and Deputy Head meet weekly with the Head Boy, Head Girl and Prefects in order to discuss issues within school.

The relationship between Form Head and pupil is key and an honest and open dialogue will be encouraged. Weekly Form Periods and daily 10 minute form

meetings at the end of the day, provide opportunities for issues to be discussed and addressed. Daily communication at the school gate between staff, parents and pupils alike allows for clear and consistent lines of communication, reducing the likelihood of issues of bullying going unresolved.

Staff awareness of the policy

This document forms part of the Staff Handbook and all new members of staff receive a copy from the Head Master on appointment. The Deputy Head is responsible for reviewing the whole school policy on bullying. The school takes part in National Anti-Bullying Week during November of each year and during this time the staff take an active role in activities.

Appendix One

Anti-Bullying Policy - Parent Advice

This is a difficult area for all schools and although I honestly believe that the vast majority of children are happy and confident at Blundell's Preparatory School, a school is always conscious of this problem. It does exist and it may do in a variety of forms. We have confidence in our pastoral care here, but we will always be looking to improve it. I would like to urge parents to use the following guidelines.

- Talk to your child regularly, so that any problem is easier to share.
- Listen to what they say, and believe it.
- Encourage your child to feel good about themselves. We are all different, but equally important.
- Think back to your childhood. How did you feel?
- If you feel your child is being bullied, or is a bully, talk to other adults and school staff and explore the options. Do not stay silent.
- If your child is a victim, assure them it is not their fault and that you will do something to help.
- Be realistic in your expectation if the school have agreed to sort it out. On-going problems can take time to sort out.
- Try to be assertive with us as a school, not aggressive. Without a good working relationship between parents and school the situation could deteriorate which will not help anybody.
- Please remember that children may not solve this problem alone. They need support.

The school has already been through the policy with all the children in the Prep School during assembly time and this will be followed up in PSHE and Form time. All children are constantly reminded of kindness and consideration to others at all times. This is covered in assembly and with form teachers.

Reviewed April 2012

ADS

Next Review April 2013

What do I do if I

am Bullied

- Tell someone you trust;
- a friend
- or senior
- your form teacher or any teacher
- Matron
- Mr Folland
- your parents

What don't I do if I am bullied

- x Don't blame yourself
- x Don't try to deal with the problem on your own.
- x Don't Hit the bully bullies
- x Never exaggerate when telling someone.
- x Don't hide what is happening.



Remember bullying is wrong. Do not ignore it.

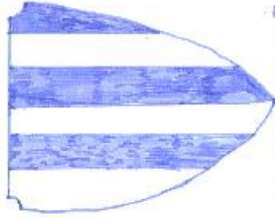
Ask for help.

If everyone works together, we can stop bullying.

Say NO To



Bullies



NONSIBI

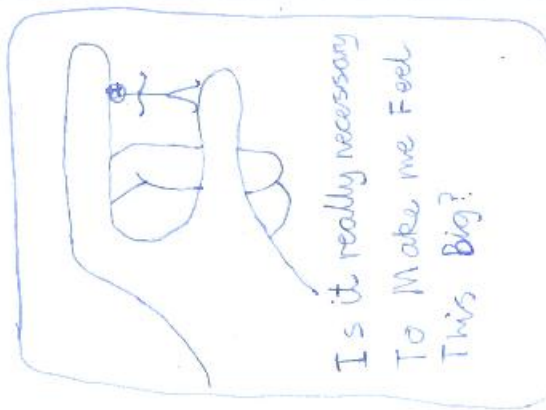
Blundell's preppolicy on bullying

Name

Stands against bullying and bullies at Blundell's Prep

Let's stop Bullying

Bullying is wrong.
Nobody has the right to hurt other people by hitting them, hitting them, kicking them, threatening them, teasing them or sending them unkind emails or texts.



Bullies exclude people and encourage others to do the same.

They leave people out of games, refuse to share a book or a seat, refuse to clear a plate or lend a pencil. Sometimes they wait until you've got it then they offer it. They deliberately ignore you.



If you do nothing it could be your turn next.

You can help by:

- Being a friend to someone who is being bullied. People being bullied often feel alone and helpless, so it is very important for them to know that somebody cares.
- Offering to talk to the person being bullied about how they are feeling helps a lot more than you would think.
- Encourage them to ask for help from a teacher or other adults.