



Anti-Bullying and Harassment Policy - Students

The Stonehenge School is committed to fostering an environment where staff, students and visitors are treated with respect, and where staff and students are able to work and study in a supportive, caring and safe place, in which they can flourish and achieve their potential without fear and free from intimidation, aggression and victimisation. We believe that preventing and tackling bullying should have a high priority within the school, with a clear commitment by the whole school community including families, governors, students and all staff.

This policy should be read in conjunction with the school's Behaviour Management policy. All staff have a responsibility for keeping students safe from bullying and discrimination, and supporting them in developing positive relationships with adults and their peers. In all teaching situations, staff and students should strive to create a harmonious atmosphere in which effective teaching and learning can take place. Within the personal development curriculum, in particular students will be encouraged to discuss bullying as an issue and will be made aware of their rights. The Stonehenge School will not tolerate any form of bullying or harassment. All incidents will be taken seriously and could provide grounds for disciplinary action that may lead to dismissal or exclusion from the school. Furthermore, individuals who bully or harass may be subject to criminal and/or civil prosecution.

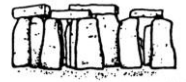
Recording

Incidents of bullying and harassment should be recorded on PARS (see Parent Insight). The records shall be reviewed on a daily basis by Progress Leaders and SMT and appropriate action taken. Where the incident is racially motivated the Racial Incident Form should be completed.

What is bullying?

We say that a person is being bullied when one or more of the following things are being done repeatedly to him or her by another person or group of people:

- Hitting, kicking, spitting or other physical assault.
- Verbal threats, name-calling or spreading rumours. It may be directed towards gender, ethnic origin, physical/social disability, personality or sexuality.
- Writing, drawing or circulating offensive material, or posting it on a social media site
- Sending intimidating or threatening text messages on mobile phones, email, Facebook, Snap Chat, Instagram or other electronic means.
- Deliberate isolation or exclusion from a group.
- Hiding, spoiling or destroying personal property.
- Taxing, stealing or extortion.
- Being bullied into truancy, misconduct in school, anti-social or illegal behaviour.



Information for staff, visitors or contractors

Complaints about bullying or harassment are taken very seriously and should be reported immediately to your line manager, the Head or Deputy Head. Visitors should report incidents to the Receptionist, and contractors to the Site Manager.

Information for students

Bullying - Don't suffer in silence if you are being bullied:

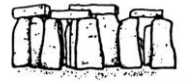
- Tell yourself that you do not deserve to be bullied, and that it is WRONG.
- Be proud of who you are. It is good to be an individual.
- Try to stay calm and look as confident as you can.
- Try not to show you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be firm and clear - look them in the eye and tell them to stop.
- Get away from the situation as quickly as possible.

After you have been bullied:

- Tell an adult what has happened straight away. This may be a subject teacher, form tutor, Progress Leader or any other member of staff you feel comfortable talking to.
- Tell your family.
- If you are scared to tell an adult by yourself, ask a friend to go with you.
- Don't blame yourself for what has happened.

When you are talking to an adult about bullying, be clear about:

- What has happened to you.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What you have done about it already.
- If you find it difficult to talk to anyone at school or at home, ring ChildLine, Freephone 0800 1111, or write, Freepost 1111, London N1 OBR. The phone call or letter is free. It is a confidential help line.
- There are lots of helpline numbers in your planner where you can ask for help.



What happens when the school knows?

Staff will take you seriously and will deal with bullies in a way, which will end the bullying and will not make matters worse. We reassure the victim and try to persuade the bully to feel concern. A member of staff will talk to you and write down what you say. This member of staff will then deal with the incident or ask another adult to help. Depending on the circumstances there are a number of options which can include:

- Discussion between the member of staff and the bully to get the bully to feel concern.
- Verbal warning to the bully.
- The bully may receive a more serious warning or sanction.
- In more serious cases, parents/carers may be involved.
- The Head and/or the Deputy Head may be involved.
- The school governors and/or outside agencies may be involved. In serious cases the bully may be excluded.

Remember:

- Each case is considered very carefully so that appropriate measures are taken.
- The school will take a firm line about bullying that happens outside school, e.g. if a bully involves friends in an attack.
- Parents/carers can help by keeping the school informed and giving their child support.
- The school aims to make students considerate to each other; sometimes it fails - but if we all try hard we shall have many more successes than failures.

If you know someone who is being bullied

- TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult IMMEDIATELY. Staff have ways of dealing with the bully without you getting into trouble.
- Do not be, or pretend to be, friends with a bully.

As a parent/carer

- Look for unusual behaviour in your children. For example they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the school IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the school policy concerning bullying, and that they will not be afraid to ask for help.

THE STONEHENGE SCHOOL



Monitoring, Evaluation and Review

The Head Teacher and Governing Body have a statutory responsibility for school behaviour and discipline. The policy will be promoted and implemented throughout the school. The policy along with other school policies will be available on the school website. The Governing Body will review the policy and assess its implementation and effectiveness.

Adopted: 2015
Review date: 2018
Governor Committee: Governors Pupil and Parents