



**DAVISON CE HIGH SCHOOL FOR GIRLS  
(TECHNOLOGY COLLEGE)**

**POLICY AND MANAGEMENT DOCUMENT**

**Anti-Bullying Policy**



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## 1 Policy Statement (or Policy Summary)

Students have the right to learn in a supportive, caring and safe environment without the fear of being bullied. Any kind of bullying is unacceptable and the school will show no tolerance of it.

Davison will be well-disciplined, well-organised and will foster a nature of trust and respect, in order to minimise the occurrence of bullying. Any reported instance of bullying will be fully investigated in a firm, fair and prompt manner.

## 2 Context

Bullying affects everyone, not just the bullies and victims. It also affects those other children who watch. Less aggressive students can be drawn in by group and peer pressure. Bullying must not be regarded as an inevitable part of school life. It is not a necessary part of growing up and is not easily resolved.

Bullying includes:

- Playing certain jokes
- Insults
- Intimidating/threatening behaviour
- Verbal/written abuse
- Exclusion
- Violence

No one person or group, whether staff or student, should have to accept this type of behaviour.

Only when instances of bullying are identified and satisfactorily resolved will a child best be able to work and achieve to their full potential and benefit from the opportunities they expect to be available at the school.

Research shows that being bullied as a child can have an affect a person throughout their life.

This document will provide to all Students attending Davison School clear information and guidance as to the effects on persons of bullying and how instances of bullying will be managed together with informing students of the consequences of non-compliance with the policy and management of it.

### 2.1 What constitutes bullying?

Bullying can occur through several types of anti-social behaviour including:

- Physical
  - The action of being physically assaulted (e.g. punched, kicked, hit, spat at)
- Verbal
  - The action of being verbally assaulted (e.g. swearing, threats, gender, racial, physical/social disability or personality abuse).
- Exclusion
  - The action of being simply excluded (e.g. from discussions, taking part in activities).  
Bullying by exclusion is often by those the victim believes to be their friends.
- Damage to property or theft



- The action of property being damaged or stolen. This is linked to the other three types of bullying,

## 2.2 How to tell if someone is being bullied

Some of the symptoms and/or unusual behaviour are:

- Physical damage to them (e.g. scratches, black eye)
- Withdrawn/not talking
- Upset/crying
- Not concentrating on or completing their work
- Missing school
- Feeling ill

## 3 Stakeholders and Users

### 3.1 Policy Stakeholders

- Governing Body
- Head Teacher
- Leadership Team
- Parents/Guardians

### 3.2 Policy Users

- Head Teacher
- Leadership Team
- Teaching and Non Teaching Staff
- Students
- Parents/Guardians

## 4 Aims and Objectives

The aim of the Anti-bullying policy is to minimise and eradicate bullying in all forms by anyone at Davison School, both at school and outside school. A subservient aim is to correct bullying behaviour in a swift and fair manner and to provide support for the victims of bullying.

We have the 5 outcomes of the ECM agenda at the heart of our ethos and emphasise through assemblies and tutor time the necessity for every member of our school community to "Be Safe" and "Enjoy and achieve".

## 5 Detailed Guidelines to Implement Policy

### 5.1 Anti-bullying Measures

- We organise our school community in order to minimise opportunities for bullying e.g. by providing increased supervision at problem times and in social areas.



- We use many opportunities to discuss aspects of bullying and the appropriate way to behave towards each other e.g. with the Citizenship programme, anti-bullying week, awareness raising, assemblies, TAP, reports etc.
- We deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- We avoid teaching material or equipment which gives a bad or negative view of any group because of their ethnic origin etc.
- We encourage students to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- We encourage students to treat everyone with respect. We treat bullying as a serious offence and take every possible action to eradicate it from our school.
- We have a peer support group of senior girls appropriately trained (TAP) which meets on a regular basis.
- All teachers and members of staff have been trained to recognise and deal with bullying. Regular training updates are also held.

## 5.2 Action to be taken when bullying is suspected

If bullying is reported or suspected talk to the reported/suspected victim, the reported/suspected bully and any witnesses.

If any degree of bullying is identified, will provide help, support and counselling as is appropriate to the victim/s, the bully/bullies and witness/witnesses as necessary by [role 3] trained members of staff or, as appropriate, TAP girls

We support the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with their class teacher ,another teacher ,member of staff or TAP girl .
- By informing the victims' parents/guardians
- By offering continuing support when they feel they need it.
- By arranging for them to be escorted to, from and within school premises as necessary
- By taking one or more of the seven disciplinary steps described below to stop further bullying

Whilst we discipline the bully/bullies we also try to help the bullies in the following ways:

- By talking about what happened, to understand why they bullied someone and offer help in difficult circumstances (there are often hidden reasons for bullying someone else).
- By informing the bullies' parents/guardians.
- By continuing to work with the bullies in order to get rid of prejudiced attitudes
- By [role 16] taking one or more of the disciplinary steps described below to stop further bullying.

### 5.2.1 Disciplinary steps

1. The bully will be given an official warning both verbally and in writing by [role 17].
2. Notifying in writing the bullies' parents/guardians.



3. The bully may be excluded by from the school premises at break, lunch or other appropriate times
4. We may arrange for them to be escorted to, from or within school premises.
5. If the bully fails to stop bullying they will be suspended for a fixed period of one or two days by
6. If the bully carries on bullying (third time or more) they will be recommended by to the Head Teacher for suspension for a fixed period of up to five days or an indefinite period.
7. Failure to end such behaviour, will result in a recommendation by for permanent exclusion (expulsion).

## **6 Additional Information**

### **6.1.1 For Parents/Guardians**

#### **6.1.1.1 How to tell if your child is being bullied**

- Look for symptoms or unusual behaviour in your children.
  - For example, take a pro-active role in your child's education and welfare at school. 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 taken.
  - The school will also follow up your contact as soon as possible to provide feedback
- It is important that you advise your child not to fight back as it can make matters worse!
- Reassure your daughter there is nothing wrong with her and that it is not her fault that she is being bullied.
- Make sure your child is fully aware of the school policy concerning bullying and that she should not be afraid to ask for help.

### **6.1.2 For Students**

#### **6.1.2.1 What can you do if you are being bullied?**

Remember that your silence is what the bully wants!

- 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 individual.
- Try not to show that you are upset in front of the bully.
  - It is hard but a bully wants to see you upset.
- There is safety in numbers.
- Stay with a group of people who are your friends or who you know.
- Be assertive. Shout "No". Walk confidently away.
- Go straight to a teacher, a member of staff or a Senior Prefect.



- Try not to retaliate as it will make things worse.
- It is best to tell an adult what has happened straight away.
  - You will get immediate help.
- If for any reason you do not want to talk to a teacher or other adult, talk to one of the Year 10 or 11 "TAP" (Talk About Problems) girls trained to listen to students' problems and who want to help you, e.g. by talking to a teacher on your behalf.

Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

### **6.1.2.2 What you can do if you know someone who is being bullied**

If you know someone who is being bullied or you recognise the symptoms (see above):

- 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 a teacher, member of staff, senior prefect or "TAP" girl immediately. Teachers have ways of dealing with bullies without getting you into trouble.
- Do not be, or pretend to be, friends with bullies.

## **7 Policy Monitoring**

Entries on Hydra will be closely checked by PST and the numbers of bullying incidents reported annually. The PST will monitor effectiveness of the policy and the extent of bullying problems during the fortnightly PST meetings.

## **8 Document Information**

### **8.1 Date of next policy review**

The policy will be updated on a periodic cycle of not less than once every two years.

### **8.2 Change History**

<b>Date</b>	<b>Version</b>	<b>Author</b>	<b>Changes Made</b>
11/05/2010	2	Trevor Cordrey, Nick Cardownie Clare	Redraft using a standard policy template.
25/9/2005	1	Tony Davies	First Issue