



LAWRENCE SHERIFF SCHOOL RUGBY

BULLYING POLICY

(Last reviewed: June 2014)

A summary of how the school responds to complaints about bullying:

1. Our aspiration is to establish and maintain a community of mutual tolerance and understanding within which bullying does not occur. However, we recognise that as with any human society, there is a danger that bullying will take place. Whenever bullying takes place our aim is to correct the offending behaviour in a swift and lasting manner.
2. We recognise that bullying may be verbal (for example, name calling), physical (for example, one student hitting another), social (for example, being deliberately ignored to isolate an individual) and cyber bullying (for example, using technology as a vehicle for undermining individuals – refer to the e-safety policy). We also recognise that there can sometimes be a complex relationship between the four types of bullying.
3. Incidents will normally be investigated by form tutors in the first instance. If for any reason a parent or student is unhappy about the way in which a bullying complaint has been responded to, they should contact the Head of Year, who will investigate.
4. All involved will be asked to provide a written statement.
5. Both sides will be listened to. Hasty judgements not based on clear evidence will be avoided. We will seek to consider both the actual incident and the context in which it has occurred.
6. We will seek to identify whether bullying has taken place, using the definitions in point two and the professional judgement and common sense of all involved.
7. More serious incidents will be referred through the school's five stage pastoral system.
8. All relevant parents will be informed about the incident. At a later stage they will be informed about the way in which the school has dealt with the incident. DFES guidance recommends that complaints of bullying should be responded to within two weeks. Where possible we will seek to respond more quickly, but speed of response must not be allowed to compromise the integrity of the investigation.
9. Sanctions will be imposed as appropriate. These may include community service, detentions, internal suspension or fixed term exclusions. More serious sanctions can only be imposed by the headmaster. Disciplinary sanctions will be discussed with the parents of the student concerned. However, we will not break the rules of confidentiality by discussing the case of other students.
10. If appropriate, external agencies will be involved to support the person being bullied or to offer corrective counselling to the person who is carrying out the bullying.
11. Form tutors should review student behaviour following the incident. It may be appropriate to speak to the whole form about lessons that have been learnt.
12. It may be appropriate for the Head of Year or Head of House to speak to the entire year group about a particular incident.
13. The school has now decided to keep a log of bullying incidents in order to detect patterns of behaviour. Any member of staff who deals with an incident of bullying will be required to record the incident in the log book held by the Pastoral Co-ordinator.
14. Bullying is also regularly addressed through RE lessons and assemblies. Our international links also serve to foster an understanding of different races and communities.
15. The school pastoral coordinator speaks to all students and parents about the subject when they join Lawrence Sheriff. If appropriate, she provides a point of contact for students who wish to report an incident of bullying to someone who is not a teacher.
16. Bullying is reviewed on an ongoing basis by the student council.