



**LAWRENCE SHERIFF SCHOOL
RUGBY**

BULLYING POLICY

Review date	March 2017
Review period	Annual
Next review date	October 2018
Reviewed by	M Hickling
Approving committee	Pastoral
Policy type	Non-legislative
Other related policies	Child Protection and Safeguarding Policy E-Safety Policy

Introduction

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. 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.

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.

The Legal Context of Bullying

- **Children Act 2004:** Section 10: the third outcome, ‘protection from harm and neglect’ specifically mentions bullying. Section 11: ‘safeguarding and promoting the welfare of children’.
- **Common law ‘duty of care’:** Taking ‘reasonable care to avoid causing foreseeable harm’.
- **Equality Act 2010:** Schools and other agencies that receive public funding must promote equality of opportunity for those with a protected characteristic to ensure that pupils are not discriminated against because of these things. Headteachers have a duty to encourage good behaviour and respect for others on the part of pupils and, in particular, prevent all forms of bullying among pupils.
- **The Education Act 2002 as amended in the Education Act 2011:** Schools must ‘safeguard and promote the welfare of pupils’.
- **Education and Inspections Act of 2006 as amended in the Education Act 2011.** Schools have powers under this act: To regulate the behaviour of pupils when they are off site or not under the control of teachers ‘to such extent as is reasonable’.
- **Government guidance: Safe to learn: embedding effective anti-bullying work in schools**

This includes specific guidance about cyber bullying, homophobic bullying, bullying related to race, religion and culture, bullying related to disability and bullying related to sex/gender.

- **Keeping Children Safe in Education- September 2016:** Statutory Guidance for Schools and Colleges.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

The schools response to complaints about bullying:

Incidents will normally be investigated in the first instance by a member of the school pastoral team (i.e. Form Tutor, Head of House, Head of Year or Pastoral Assistant) under the instruction of a Designated Safeguarding Lead or the Headteacher. 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 one of the Designated Safeguarding Leads- Gwen Temple, Mike Hickling or Jacky Wright, who will investigate.

1. All involved will be asked to provide a written statement.
2. 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.
3. 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.
4. More serious incidents will be referred through the school's pastoral system.
5. 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.
6. 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 Headteacher. 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.
7. 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.
8. Form tutors and the assigned member of the pastoral team should review student behaviour following the incident.
9. It may be appropriate for the Head of Year or Head of House to speak to the entire year group about a particular incident.
10. The school maintains 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 held by the Pastoral Co-ordinator.
11. Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, citizenship, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

12. 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.

Monitoring, evaluation and review

Bullying is reviewed on an ongoing basis by the student council. The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.