



COUNTER- BULLYING POLICY

Date approved: November 2016

Date of review: November 2019

Signed on behalf of the Governors:

All Settlebeck Policies are regularly reviewed by the Policies Committee. HR policies will be additionally updated in the light of any amendments recommended by South Lakes Federation Schools following Trade Union consultation.

INTRODUCTION

1. Settlebeck School prides itself on being a positive, happy school. It is normal for students, non-teaching and teaching staff to work together to create and maintain a good community, and to cherish the right of individuals to live and work without fear or distress caused by others.
2. We have had a clear Policy Counter Bullying now for over five years and it is specifically mentioned in the School Code that “physical violence, threatening behaviour and intimidation – including verbal bullying, name calling and put-downs or deliberate isolating will not be tolerated”. In addition, throughout the School Code it is inherent in reference to the 4R’s (rights, responsibilities, relationships and respect) that courtesy, consideration, toleration and support should always inform students’ behaviour towards each other.
3. The purpose of this Policy Counter Bullying is to emphasise these parts of the School Code and to make it clear what action should be taken if bullying occurs.
4. PREVENTATIVE WORK – This is carried out in various ways at Settlebeck ranging from Assemblies, PSHE lessons, e-safety lessons in Years 7/8, resilience lessons in Year 9, individual counselling, external providers. Its provision will be reviewed regularly and is assisted/informed by regular bullying surveys.

STATEMENT

5. **Bullying includes the following deliberate actions, whether by individuals or by a group.**
 - Physically hurting others by threatening them.
 - Taking things belonging to others or forcing them to hand them over.
 - The making of cruel or hurtful comments and name calling, including those of a religious, racist, sexist, transgender or homophobic nature
 - The isolating of individuals or making them feel rejected in other ways.
 - Interference with the work or possessions of others in or out of class.
6. These things are not acceptable at Settlebeck School. If any of the above actions occur, action must be taken as outlined below.

GUIDELINES for ACTION

7. Students who witness bullying should intervene to stop it, if this seems practical. Otherwise, call for help.
8. Unless the incident is of a very minor sort, students must report it to a member of teaching or non-teaching staff as soon as possible.
9. Adults who witness bullying must intervene. If the incident seems at all serious they should discuss it with other appropriate staff, e.g. Form Tutors, Heads of Upper/Lower School, Deputy Head or Headteacher.

10. If a parent or Governor suspects bullying they should contact the Form Tutor, Head of Upper/Lower School, Deputy Head or Headteacher.
11. The person being bullied physically should walk or run away, if at all possible, and find an adult or other student to protect them.
12. The person being bullied verbally, or in other non-violent ways, is advised to react as little as possible at the time, especially if they fear danger. He or she should then talk with friends about what has happened.
13. The person being bullied also has a clear duty to tell what has happened to an adult, which could be a parent or member of staff. This is an important part of preventing bullying.
14. If the bully is sorry for what he or she has done, before it is found out, he or she should say so to the victim. He or she is also strongly advised to talk it over with the Form Tutor or other teacher or parent.
15. Where bullying is occurring without intervention, students may wish to report this to the Student Council for action if they for any reason feel unable to discuss the problem with an adult.
16. Following these guidelines will ensure that bullying rarely happens and prevent it going further if it does.

CONSEQUENCES

17. The majority of cases which come to the attention of adults may well be dealt with best by an investigation and reprimand. Usually staff will consult with the victim about action to be taken. Repeated or serious incidents of bullying will be met with more serious punishment, including the involvement of parents, noting on the student's records, removal of privileges and exclusion if appropriate.
18. *IF THE BULLYING CONSTITUTES A SAFEGUARDING CONCERN, THEN PROCEDURES WILL BE ADOPTED IN LINE WITH THE SCHOOL'S CHILD PROTECTION PROCEDURES* (ie where there is reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm).

Cf Safeguarding and child protection guidelines and policy

NOTE

19. The Governors and staff will regard bullying as their concern whether it happens at school, on the way to or from school, or at other times. This is because bullying out of school can happen arising from an incident in school. Also it is likely to make the victim feel unsafe in school. In this sort of incident it may be especially important for parents to be involved.

CONCLUSION

20. This Policy was discussed with students, whose ideas have contributed to it. In adopting this Policy the Governors and staff of Settlebeck School undertake to keep the school as free from bullying as they can. They recognise the good ethos of the school and appreciate that the students contribute strongly to this. While there is need for vigilance to prevent and deal with bullying, as indicated in this Policy, the best defence will be to continue to work for a cheerful, positive sense of community. This is, and must continue to be, one of the greatest strengths of Settlebeck School.