

The Pavilion

THE ANTI BULLYING POLICY



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THE PAVILION ANTI-BULLYING POLICY

Bullying is anti-social behaviour and will not be tolerated at The Pavilion.

All students and staff are entitled to learn and work in an environment that is supportive, caring and protective and where they feel valued.

Bullying in all forms should be recognised readily and dealt with immediately and consistently. Accusations will always be investigated.

Bullying is defined as deliberately hurtful behaviour designed with the intention to hurt, frighten or intimidate another person or persons.

The main types of bullying are:

- SEXUAL – unwanted comments or contact
- PHYSICAL – any use or threat of physical violence
- EMOTIONAL – excluding, deliberate unfriendliness, racial or gender taunting
- VERBAL – name-calling, sarcasm, rumour, teasing etc.
- CYBER BULLYING (though use of digital media and mobile phones) *eg: online abuse; threatening messages; illicit photographs* is a very serious issue that can result in police intervention and possible prosecutions. Cyber bullying is avoided by students handing phones in to reception at the start of the school day.

All staff must be alert to signs of bullying and act promptly in accordance with the Pavilion policy.

Students will be made aware of the nature of bullying through inclusion in all areas of the curriculum, assembly, registration/tutor and mentor times.

Aims

- We aim to support the victim and the bully to recognise the impact of his / her behaviour on the victim
- We recognise the role of those not directly involved but who are complicit
- We aim to help both the victim and the bully gain insight into their behaviour and to consider ways of avoiding or resolving the difficulties.

Procedure

- Students must be encouraged to report bullying to a member of staff with whom they feel confident. This may be the tutor or mentor in the first instance.
- Incidents of bullying will be logged on Integris.
- Staff must discuss the allegation with the pupils individually
- Staff should remain calm and non-judgmental but explain to the student that information may be passed to the Child Protection Officer (in this case the Headteacher or Deputy Head)
- Ensure student feels that he/she is being listened
- Assure student that all incidents are taken seriously
- Reassure student by explaining how he/she will be supported and how the incident will be dealt with
- Attempt to help all parties to see the situation from another perspective

- Explore the causes and effects of the incident
- Identify how the situation could have been resolved and resolve the present conflict.