

BURGESS HILL SCHOOL

— *for girls* —

BEHAVIOUR POLICY - Anti-Bullying Policy Statement

Bullying of any kind is unacceptable and will not be tolerated. Bullying hurts, threatens and frightens.

Each pupil has a right to enjoy an education free from fear and distress. The School is committed to providing a caring, friendly and safe environment so that all students can enjoy and achieve during their time here. The School aims to foster an atmosphere of friendship, mutual trust, respect and consideration for each person within the community. This Policy should be read in conjunction with Appendix A - preventing bullying - a guide for parents

The school will react firmly and promptly to all allegations of bullying.

Allegations of bullying may in the most serious cases raise child protection concerns in which case the reporting procedure under the School's child protection policy should be followed.

Although Bullying is not a specific criminal offence, there are laws which apply to harassment and threatening behaviour.

Aims

- To create a community in which each member is respected and encouraged to reach her full potential and behave in accordance with the code of conduct.
- To be a community in which the values of integrity, compassion, tolerance and justice are fostered.
- To provide a secure framework in which pupils can grow towards independence and self discipline and take their place responsibly in society.
- To establish an ethos where girls set a good example to younger pupils
- To encourage all members of our school community to recognise bullying, acknowledge its unacceptability and report it.
- To encourage the girls to lead a healthy lifestyle and have the confidence and skills to make good lifestyle choices

Bullying is behaviour which:

- Deliberately makes another person feel uncomfortable, distressed, threatened or under pressure
- Is repeated over time
- Makes those being bullied feel powerless to defend themselves
- In serious cases bullying can cause serious and long term psychological damage and may be a contributing factor in suicide.

Bullying may arise from or target:

- Racial background
- Religious beliefs or none
- Cultural background
- Sexual orientation

- Homophobia
- Gender
- Special educational needs
- Disability
- Adopted children and those that are in care or care for others.

Bullying may take many forms, such as:

physical: for example, hitting, pushing, kicking or any use of aggression and intimidation

emotional/psychological: excluding, tormenting (e.g. hiding books & possessions, threatening gestures) ganging up on someone, taunting or mocking, spreading rumours, dirty looks

verbal abuse: name-calling face-to-face, in writing, by phone, on-line, or by text message, making jokes to make someone look 'small', making racist, religious, cultural, sexist, gender or disability based comments, jokes or graffiti

cyber: all areas of internet, chat room and social media misuse, malicious SMS and email messages, inappropriate use of camera phones & video facilities, mobile threats by text messaging & calls.

The School recognises that bullying behaviour, particularly cyber bullying, may take place in or out of school and considers all such behaviour unacceptable and subject to the school's anti-bullying policy and related sanctions.

Burgess Hill School works to prevent bullying by:

- Having a clear statement about bullying and guidelines for pupils, parents and staff on how to deal with it
- Having an agreed code of conduct established for all school members.
- Providing a Student Planner (diary) for all girls containing anti-bullying guidance on the procedures to follow and who to tell
- Making bullying an explicit theme in assemblies and through PSHE programmes to support the prevention of bullying.
- Providing a forum for pupils to share and consider behavioural issues
- Ensuring good communication between school and parents
- Providing, from time-to-time, INSET to help staff to deal with bullying within the School, to give training to new staff as part of their induction programme
- Ensuring that staff are fully informed, available to deal with incidents and able to offer support
- Recording concerns relating to bullying behaviour to enable patterns to be identified
- Providing all families with a copy of the School's 'Preventing Bullying' guidelines.
- Establishing an 'Acceptable Use of the Internet Policy' which is signed by pupils and parents
- Providing internet safety training for pupils, highlighting the seriousness of cyber-bullying
- Providing internet safety workshops for parents, highlighting the seriousness of cyber-bullying
- Being approachable for parents and pupils to raise issues of concern, confident that matters will be addressed with positive and sensitive action.
- Ensuring that matters of pupil welfare, health and safety are addressed in Pastoral Leadership Team (PLT) meetings held at least twice a term.

- Participating in national anti-bullying week using assembly time to address the issue of bullying with the whole school.
- Applying sanctions which are proportionate to reflect the seriousness of any incidence of bullying and convey a deterrent effect. Sanctions are designed to support the perpetrator in understanding the consequences of their actions and stopping their bullying behaviour. In cases of severe and persistent bullying strong sanctions may be used, including suspension or exclusion.

To be read in conjunction with:

Behaviour Policy: General statement

Behaviour Policy: Pupil Discipline and Exclusion Policy

Preventing Bullying – A Guide for Parents.

January 2012- to be reviewed January 2013.