

Anti-Bullying Policy

Statement of Intent

Newquay Tretherras School is committed to ensuring that all students are able to learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available to them.

What is Bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can take a number of forms they are:

Physical	(hitting, kicking, theft)
Verbal	(name calling)
Indirect	(excluding someone, spreading rumours)
Cyber	(all areas of internet such as e-mail and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities)
Racist	(racial remarks and taunts, graffiti, gestures)
Sexual and Homophobic	(unwanted physical contact or sexually abusive comments and gestures, any abusive behaviour focussing on the issue of sexuality)

Aims

1. To make the school a safe environment where pupils can speak and act without fear of bullying.
2. To implement a whole school approach to bullying.
3. To set up procedures which involve pupils, teachers and parents in measures for dealing with bullying situations.
4. To provide the appropriate training for staff to implement anti-bullying procedures.
5. To identify pupils at risk and protect potential victims.
6. To help and care for victims dealing with the abuse and to continue to support them after the bullying has ceased.
7. To help bullies to deal with their problems which lead to bullying behaviour.



Schools Implementation

- The Head Teacher, Senior leadership team and Governors are responsible for the management and implementation of the anti-bullying procedures.
- All staff, pupils and parents should be aware of the anti-bullying policy and other aspects of school discipline.
- A review of the school curriculum and school environment will be undertaken yearly in accordance with the anti-bullying action plan. Areas identified as likely venues for bullying are monitored.
- Staff training is on-going and updated regularly. Training is provided for all new staff.

The Reporting Of and Response to an Incident

- If bullying is suspected or reported, the incident will be dealt with by the relevant member of staff or Head of Year as soon as possible, preferably the same day.
- The school forum delivers anti-bullying assemblies to every year which details our policy and how concerns can be raised.
- Staff, parents and students complete regular questionnaires regarding anti-bullying procedures.

Information for Parents/Carers

- Parents may be informed by the Heads of Year following pupil consultation.
- The relevant Head of Year or SLT member will discuss issues and follow up work with Parents and Carers.

Support for Pupils

Pupils who have been bullied will be supported by:

- Offering an opportunity to discuss the experience with a member of staff.
- Where appropriate, a meeting will be set up between pupils, this will have staff support. Pupil and/or parental consent may be sought.
- Once the situation has been resolved, continued support will be offered through the pastoral system or the use of outside agencies.

For the Bully

Newquay Tretherras takes bullying behaviour very seriously and will adopt a supportive, pragmatic and problem solving approach to enable bullies to behave in a more acceptable way.

We will respond to incidents of bullying behaviour in a proportionate way; the more serious the cause for concern, the more serious the response. Where sanctions are felt to be necessary, they will be applied consistently and fairly.

The following options will be considered:

1. Immediate action to stop an incident of bullying in progress.
2. Engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable.
3. Parents are informed.
4. Loss of privileges - lunch, breaktime, after school or sporting.
5. Detention(s)
6. Being placed on report card.
7. Removal from class/group.
8. Adult mediation between the perpetrator and the victim (provided this is safe for the victim)
9. Counselling/instruction on alternative ways of behaving.
10. Positive reinforcement for children in order to promote change in unacceptable behaviour (this may include privileges returned or position of responsibility).
Acknowledgement.
11. Exclusion (in extreme cases which may involve violence).

Policy adopted

Policy issued

Policy reviewed.....

Signed J McGlynn and School Student Forum

Date 2012