



Anti-Bullying Policy

Dedworth Middle School aims to develop a mutually respectful and considerate relationship between all its members. The relationship focuses on creating a secure and safe environment for all.

At Dedworth Middle School everyone has the right to feel welcome, happy and able to achieve to their maximum potential. Bullying of any sort is unacceptable. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school. The school aims to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying.

Definitions of Bullying

Bullying is defined by the **DFE** as being:

behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Some common forms of bullying are:-

Physical: pushing, kicking, hitting, punching, pinching, any form of violence, threats.

Verbal: name calling, insulting the victim, spreading rumours, persistent teasing,

Emotional: being unfriendly, tormenting, threatening, ridicule, humiliation, spreading rumours, exclusion from groups or activities.

Cyber-bullying: all areas of the internet including social media sites, emails and chat room misuse. Threatening behaviour via phone calls, text messages and all other associated technology.

Specific types of bullying include:

- Bullying related to race, religion or culture.
- Bullying related to special education needs or disabilities.
- Bullying related to appearance or health conditions.
- Bullying linked to sexual orientation (homophobia).
- Sexist or sexual bullying.

There is no "hierarchy" of bullying, all forms of bullying are taken equally seriously and dealt with appropriately.

Whilst we are utterly opposed to the notion of bullying, the school recognises that students do have disagreements with each other and friends may fall out for a time. This is not usually bullying. The school works hard to ensure that all pupils know the difference between bullying and simple “falling out”.

Dealing with and preventing Bullying

Dedworth Middle School will be vigilant for signs of bullying and will always take reports of incidents seriously. Whenever possible the curriculum will be used to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour. This involves teaching pupils about issues of difference in lessons and assemblies. Every year there is a big focus on the national anti bullying week including an assembly and whole school anti bullying competition.

Pupils are encouraged to report any incidences of bullying to an adult. This includes if another pupil tells them they are being bullied or if they see bullying taking place or have evidence that mobile phones or social networks are being used inappropriately. Pupils are encouraged to see this as their responsibility to report such incidents.

All reported incidents of bullying will be investigated by members of staff and a record kept. Staff will follow the appropriate process of completing a ‘Bullying and Racist Incidents Reporting Form’, copies of which are kept securely by our Pastoral Lead.

Any situations which suggest adults are bullying children or other adults will be investigated thoroughly and follow the school’s Disciplinary procedure. Any suggestion that the Head Teacher is involved in such behaviour will again follow the schools Disciplinary policy and be administered by the Chair of Governors.

Situations in which parents are deemed to bully or threaten staff will be dealt with firmly. WLP or police involvement will be sought if necessary.

Support for pupils who are bullied

The nature and level of support will depend on the individual circumstances and the level of need. These can include a quiet word from a teacher that knows the pupil well, asking the pastoral team to provide support, providing formal counselling, engaging with parents, referring to local authority children services, completing a Common Assessment Framework or referring to local authority children’s services., completing a Common Assessment Framework or referring to Child and Adolescent Mental Health Services (CAMHS).

Safeguarding children

When there is ‘reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm’ a bullying incident will be addressed as a child protection concern under the Children Act 1989. Where this is the case, our staff will discuss with the school’s designated lead and report their concerns to the local authority children’s social care and work with them to take appropriate action.

Parental Involvement

The parents of children involved will usually be informed of an incident and asked to support strategies proposed to tackle the problem. Children will be reminded of the possible consequences of bullying and have clearly explained the sanctions for repeated incidents. Persistent incidents will result in serious sanctions.

Parents are reminded regularly through letters and newsletters to encourage their children to tell someone should they ever be affected by bullying. Keeping information from the school, or from their parents, could prolong the period a victim has to suffer. Where necessary the school will call on outside resources including the Behaviour Support Service, Education Welfare Service, NSPCC and Childline. This policy is seen as an integral part of our Positive Behaviour Policy.

Monitoring and Evaluation

Incidents of bullying will be reported to the Governing Body regularly and monitored by pastoral staff and SLT.