



Anti-Bullying Policy

Rationale

At Dedworth Middle School everyone has the right to feel welcome, secure, 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 ethos in the school.

Definitions of Bullying

Bullying can be defined as any repeated unwanted attention or behaviour, which is unreciprocated. It is behaviour which threatens the well-being of the individual.

Some common forms of bullying are:-

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

Verbal: name-calling, sarcasm, spreading rumours, persistent teasing.

Emotional: tormenting, threatening, ridicule, humiliation, exclusion from groups or activities.

Racist: racial taunts, graffiti, gestures.

Sexual: unwanted physical contact, abusive comments.

Cyber-bullying: taunts, threats, abusive comments through mobile phones, websites and 'social network' areas.

The school works hard to ensure that all pupils know the difference between bullying and simply "falling out".

Dealing with Bullying

Dedworth Middle School will be vigilant for signs of bullying and 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. There will be regular opportunities in school for all parties to revisit the issue to heighten awareness.

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. The school operates a 'bully box' where incidents can be reported anonymously, this is kept in the RYG Room.

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 in the Key Stage Co-ordinator's

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offices. Staff keep a copy of the form, and a copy is given to the Key Stage Co-ordinators, who monitors the outcomes, and further actions, of such incidents.

Any situations which suggest adults are bullying children or other adults will be investigated thoroughly and follow the schools Disciplinary procedure . Any suggestion that the Headteacher 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. LA or Police involvement will be sought if necessary.

Parental Involvement

The parents of bullies and their victims will be informed of an incident, of any sanctions imposed and asked to support strategies proposed to tackle the problem. The bully will be reminded of the possible consequences of bullying and have clearly explained the sanctions for repeated incidents. Persistent bullies will be excluded from school.

Parents are reminded regularly through letters and newsletters to encourage their children to tell someone should they ever be bullied. 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, Kidscape and Childline. This policy is seen as an integral part of our Behaviour and Discipline Policy.

Monitoring and Evaluation

Incidents of bullying will be reported to the Governing Body termly.

Approved: **May 2011**

Review Cycle : **every two years**

Review date: **May 2015**