



Anti-Bullying Policy

At Sackville we do not tolerate bullying. We are all expected to behave in a pleasant and considerate way towards others. We are determined to respect and value physical and cultural differences and a variety of views in our community. We must take an equal share and responsibility for the well being and happiness of one another. We are encouraged to report incidents which cause distress to others.

We define bullying as deliberate hostility and aggression towards another person which has a painful and distressing outcome for that person. It is in most cases likely to be of a sustained or repetitive nature and is done with intent to exert power over a victim. West Sussex guidelines outline the key types of bullying as:

Name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; and spreading hurtful rumours.

Forms of bullying will include:

- *Bullying related to race, religion or culture*
- *Bullying related to Special Educational Needs or disabilities*
- *Bullying related to health or appearance*
- *Bullying related to sexual orientation*
- *Bullying of young carers, looked after children or otherwise related to home circumstances*
- *Sexist or sexual bullying*

If a member of staff is informed of an incident they must respond immediately. All incidents of bullying must be recorded by staff on the SIMS behaviour log, incident report forms and/or concern forms and passed to the Year Leader, even when the incident is resolved entirely by the teacher or tutor. Reported incidents can range from a child who is being made to feel lonely and alienated in a tutor group to a person who is physically assaulted and seriously injured by a bully. The Year Leader or Year Assistant will log the incident on SIMS (if not already done by the teacher reporting the incident) for that year group and take the appropriate action.

There are many different ways of addressing the difficulties caused by bullying and staff may use different strategies in different situations or a combination of strategies.

This policy has been reviewed, taking into account guidance from the West Sussex Action Against Bullying Strategy which may be downloaded from www.westsussex.gov.uk/aab.

POSSIBLE STRATEGIES

- The tutor talks to a group about relationships without naming the victim.
- The victim, the bullies and witnesses to the incident(s) are interviewed. A decision is made that a 'no blame' or a 'no continuation' approach is appropriate. In the latter children accept responsibility and blame for their actions, however, staff decides that punishment may not bring about the desired harmony and reintegration. The teacher convenes a meeting between

the two parties focusing on feelings rather than on 'who did what'. All are invited to comment positively on what they will do to improve the situation and support the victim. Sometimes it may be appropriate to meet without the victim or the main bully or both. In some cases the victim may wish to write about their feelings for these to be read to the bully or witnesses to the bullying. A further meeting must take place to review progress.

- Staff investigate the situation, students are interviewed and statements written. The bully or bullies are confronted with the evidence, questioned about motivation and punished, either by detention, isolation in the SSU or fixed term exclusion. They are encouraged to reflect on the reasons for their actions and the consequences of them.
- The school has a counsellor available to help with all problems encountered by students including issues surrounding bullying.
- The school acts as an intermediary between the parents of the children involved and advise the bully of the criminal nature of their behaviour.

RAISING AWARENESS AND BULLYING EDUCATION

- The school raises awareness of bullying issues through assemblies, the Learning for Life (L4L) curriculum and national events as appropriate. Events may include dramatic representations of bullying incidents to small groups or whole year groups and awareness raising exercises.
- The school is an accredited UN Rights Respecting School and supports their framework
- Use of Peer Supporters to prevent and deal with some issues of bullying
- Help and advice for parents with regard to bullying is available from the school.
- Parents' views are routinely surveyed through questionnaires sent out via parents' evenings for each year group.

We work hard to maintain good relationships at Sackville as part of our daily routine. The curriculum as a whole is designed to make us more aware of the need for tolerance and care in all relationships and the insidious and destructive nature of bullying.

In all cases students are to be supported and listened to when presenting as victims of bullying and the ethos of the school is that it is, "OK to tell".

S Maywood July 2009 Reviewed September 2010 and by N Feist 2014, 2017 and by P Street 2019

To be reviewed Spring 2021