

# **Bedstone College**

## **Anti-bullying policy**

Bedstone College promotes the value of each individual and the need for tolerance and mutual respect and the aim of the anti-bullying policy is to ensure that pupils both live and learn in a supportive, caring and safe environment without fear of being bullied. We aim to use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

At Bedstone, bullying is defined as actions that deliberately make someone else's life miserable by hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups).
- Cyber-bullying (using text messages, mobile phone calls, social networking groups, instant messaging, e-mails and photographs to cause misery to others)

Bullying can occur for many reasons most of which the victim has no control over: race, colour, creed, cultural background, gender, sexual orientation, physical or mental disability.

The seriousness of bullying must never be underestimated. Victims can suffer long term psychological damage and some may even be driven to suicide. Whilst bullying is not yet a specific criminal offence there are laws which apply to harassment and threatening behaviour.

All members of the College staff – both teaching and ancillary - must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy. scholars who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All scholars should be encouraged to report any incident of bullying. It is vital, therefore, that all adults listen carefully to what children are telling them and are seen to respond effectively.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to ensure that such behaviour does not occur. Prevention is far better than cure. The college pays regard to the DCSF guidance contained in *Safe to Learn – Embedding anti-bullying work in schools*.

## **Procedures to follow**

### **Scholars:**

#### **If you are bullied**

- If you are being bullied by anyone you must let an adult know – that might be your parents, any member of the school staff or prefects. They will inform the school. If you are in any doubt who to go to, always speak to your Tutor or Houseparent.
- For prep and senior scholars - If you would rather not speak about what has happened an *incident form* or *bullying form* is available in various locations in College (Boarding Houses and in the Library) and this should be completed and returned to any of the boxes or to the College office – or even under the Headmaster's office door.
- *Childline* provides a confidential service to all children in any distress. Their number is next to all payphones and in the back of the Scholars' diary along with the College Counsellor's number.

### **Parents**

- In the early days your child is more likely to tell you about bullying than they are to tell us.
- Our policy is simple – the children tell you immediately, you tell us immediately and we take action immediately. In that way we can keep Bedstone free from bullying.

### **Staff:**

Full details of the procedure to be followed appear in the staff handbook and the boarding handbook as part of the College's countering bullying measures. In summary, however, the following steps are taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- all parties will be interviewed and a clear account of the incident will be recorded and given to the Tutor or Houseparent who will determine whether or not the matter should go further. The report will be placed on file.
- parents will be kept informed
- punitive measures will be used as appropriate and in consultation will all parties concerned.
- Both the bully and the victim will be supported and strategies will be put in place to reform the bully. However, no bullying will go unpunished. That

punishment may range from a simple warning to exclusion depending upon the nature of the offence and the response of the perpetrator to the situation.

As part of their induction all staff are trained in the College's anti-bullying policy and are expected to be vigilant and to take action when appropriate. There is also an expectation that staff will appear at any place and any time around the college thus minimising any opportunity for bullying to take place.

### **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

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