

WATH COMPREHENSIVE SCHOOL

A LANGUAGE COLLEGE



ANTI-BULLYING POLICY

JANUARY 2017

Anti-bullying Policy

Aim of the policy

Wath Comprehensive School rejects all forms of bullying and any form of discrimination. We will continue to work with all members of the school community to help eradicate bullying in our school. We define bullying as any attempt to hurt someone mentally, emotionally, physically or sexually.

Forms of Bullying

These include : physical assault, verbal eg name calling, teasing, spreading rumours, writing offensive notes or graffiti about another student, making threats, name calling, interfering with another student's property by hiding, stealing or damaging it, ridiculing another student's appearance, way of speaking, beliefs or sexuality, cyberbullying (through social networking sites).

The Responsibilities of Staff

- All Staff (teaching/non-teaching) to monitor student behaviour both inside and outside the classroom and other areas such as: corridors, social areas, playgrounds.
- All staff (teaching/non-teaching) to report any incidents to the appropriate Academic Year Leader and Pastoral Year Leader for investigation, recording and taking appropriate action.
- Form Tutors to discuss bullying with all classes, so that every student learns about the damage it causes to both the child who is bullied and to the bully, and the importance of telling a teacher about bullying when it happens.
- Pastoral Year Leader to follow up any bullying complaints by students, parents and/or teachers, and report back promptly and fully on the action taken.
- Key Stage Managers, in consultation with the Assistant Headteacher with responsibility for Behaviour, to monitor levels of bullying across the year groups.

The Responsibilities of Students

- To refrain from becoming involved in any kind of bullying.
- To support peers by providing a truthful account as evidence.
- To report any concerns to Form Tutor and/or Pastoral Year leader.

The Responsibilities of Parents

- To refer any signs of distress or unusual behaviour to the appropriate Pastoral Year Leader eg erratic attendance or illness, loss of appetite, school 'phobia'.
- To advise their children to report any bullying to their Form tutor and/or Pastoral Year Leader, and explain the implications of allowing the bullying to continue.
- To have an awareness of their child's behaviour and actions at school and to relay any concerns to the Pastoral Year Leader at school

Recording and reporting bullying

All incidents to be reported and logged on SIMS. Pastoral Year Leaders, Academic Year Leaders and the E-Safety team will follow up on incidents that have been reported by students, staff and/or parents.

Safe Havens

Staff at Wath Comprehensive School are encouraged to help support young people in setting up organisations to challenge bullying. One of these groups is Safe Havens, which is a mental health and emotional well-being support service, which is run for young people. Every year, a group of students is trained by experienced volunteers. Support for young people ranges from 1:1 sessions, to the activities which take place during lunch times, to simply providing a safe place to be such as 'Safe Havens' which runs three lunch times each week.

Resolve

Resolve is based on the principle of Restorative Practice, which aims to work with the wrongdoer and victim in 'repairing' the harm. Student leaders run Resolve training in order to train new volunteers at the beginning of the year. Resolve aims to work with young people on a variety of issues from bullying to friendship issues.

- Students can report if they are being bullied using a form from the library or they can be referred to Resolve by their Pastoral Year Leader.
- The student leaders in 'Action Group – Students' will work with the 'victim' and the 'wrongdoer' to resolve the issue.

On site, there is a Young People's Centre which continuously provides support to young people and can refer students to other organisations that may be able to help them. The youth service is open to continue working with groups within school to reduce instances of bullying at Wath and within the wider community.