

## Anti- Bullying Policy

**Policy application:** - Education and Life Skills – School and College

**Job title of the author:** - Assistant Principal/ PSHE Curriculum Lead

**Responsibilities for implementation:** - Director of Education

<b>Approved by the David Lewis Senior Management Team:</b>	20 <sup>th</sup> January 2016
<b>Policy Review Date:</b>	20 <sup>th</sup> January 2017
	Reviewed November 30 <sup>th</sup> 2016
<b>Department issuing the document:</b>	Education & Life Skills School & College

**Our aim at David Lewis School and College is to ensure that Students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated or accepted by the School or College.**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying are:-

- Physical (hitting, kicking, theft);
- Verbal (name calling, racist remarks); including homophobic names
- Indirect (spreading rumours, excluding someone from social groups).

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to their support staff or teachers. There may be evidence of changes in work patterns, lacking concentration or refusal to attend lessons.

Students are encouraged to report bullying. Staff are encouraged to facilitate this for students who are unable or unwilling to do this themselves.

All staff are expected to be alert to signs of bullying and act promptly and firmly against it.

It is accepted that bullying also occurs with adults. See David Lewis's Policy "Discrimination and Harassment at Work Policy."

### **Implementation**

The following steps may be 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.
- A clear account of the incident will be recorded and given to the School and College Assistant Principals. An interview will be arranged and recorded with all concerned.
- Personal tutors will be kept informed and if it persists further action will be taken.
- Parents/Guardians will be kept informed.
- Measures will be taken and used as appropriate and in consultation with all parties concerned.

### **Students who have been bullied will be supported by:-**

- Offering an immediate opportunity to discuss the experience with their Personal Tutor or member of staff of their choice;
- Reassuring the pupil;
- Offering continuous support;
- Restoring self-esteem and confidence.

### **Students who have bullied will be helped by:-**

- Discussing what happened;
- Discovering why the pupil became involved;
- Establishing the wrong doing and need to change;
- On site specialists including Speech & Language and Behaviour & Psychology support
- Informing parents or guardians to help change the attitude of the pupil.

**The following disciplinary steps can be taken:-**

- Warnings to stop this behaviour;
- Exclusion

Within the curriculum the School and College will raise the awareness of the nature of bullying through inclusion in tutorials, and embedding the School and College rules within the framework of the Education and Life Skills service.

Work is ongoing about e-safety and tolerance of those who are perceived to be different. An emphasis on anti-bullying occurs yearly in anti-bullying week which is held throughout the School and College. David Lewis use this week to encourage students to be good friends.

**Monitoring, Evaluation and Review**

The school and college will review this policy regularly and assess its implementation and effectiveness.

Signed:-Angie Fisher Director of Education

Dated: - 20<sup>th</sup> January 2016