

The Swan School Policy - Anti-Bullying

Aims:	<ul style="list-style-type: none"> To create a culture in the school where bullying is unacceptable To create a culture where people show respect to each other regardless of their background or differences To ensure all incidences of bullying are dealt with quickly and effectively. <p><i>This will be achieved by:</i></p> <ul style="list-style-type: none"> Addressing issues of bullying, self-esteem, confidence, and well-being Ensuring people tell someone when they see or experience bullying Encouraging people to have the confidence to report bullying when they witness it. Having clear strategies and procedures for preventing bullying Giving support to those who are victims of bullying Sanctioning those who bully others and support them to change their behaviour.
Targets/ Outcomes	<ul style="list-style-type: none"> A significant proportion (90%+) of students believe the school to be a safe and secure environment in which to learn. All students and staff are able to name someone they can turn to if they are experiencing bullying or witness bullying happening to others.
Definition:	<ul style="list-style-type: none"> Bullying is defined as: <ul style="list-style-type: none"> repeated intended to hurt someone either physically or emotionally often aimed at certain groups, for example because of race, religion, gender or sexual orientation Bullying may take the form of name-calling, teasing, mocking, and threatening someone, taking money or property, physical abuse, cyber abuse, and sexual or racial harassment.
Roles and Responsibilities:	
Students will:	<ul style="list-style-type: none"> Avoid saying or doing anything which will hurt others Report all incidents of bullying Offer support to anyone they see being bullied Advise the school about ideas that they think will help to stop bullying Participate in meetings to restore the harm
Parents and carers will:	<ul style="list-style-type: none"> Inform the school if their child is being bullied Support the school in its actions against those who bully Always contact the school if they have a concern about bullying
All staff will:	<ul style="list-style-type: none"> Avoid saying or doing anything which will hurt others Actively demonstrate that they are committed to stopping bullying in school by modelling positive behaviour to students and ensure that their own interactions are clear and firm without being confrontational Strive to develop an atmosphere of trust and respect where students feel their concerns are taken seriously Promote positive behaviour and interactions between students through family dining. Listen seriously to all complaints and concerns about bullying behaviour Challenge all bullying and report it
In addition teaching staff and form tutors will:	<ul style="list-style-type: none"> Address bullying and related issues through their teaching and tutoring Find ways to engage their students in meaningful dialogue about bullying prevention, ensuring that all students are aware of where to go/what to do if they are bullied Follow up all incidents of bullying involving the students they have responsibility for Actively encourage collaboration amongst students in their learning using a range of student groupings Support those students identified as needing additional help to understand their own behaviour and its consequences
SLT will:	<ul style="list-style-type: none"> Support staff in training and following procedures against bullying Develop a pastoral curriculum that actively educates students about bullying.
Related Docs:	Anti-Bullying referral system, Behaviour Policy, Behaviour Pathways, Code of Conduct, Safeguarding policy, DfE Guidance

Monitoring Date:	Monitored By:	Full Review Due:	Review By: