

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 though 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: