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The Hayfield School Policy Statement: Anti-Bullying

Reviewed: January 2011

RATIONALE AND PURPOSE:

All schools have an element of bullying which is distressing to the bullied and demeaning to those who bully. Bullying can be physical, verbal, mental (psychological), homophobic, racial, and cyber, and can occur as a willful, malicious act, or through lack of forethought. It gives rise to a need for all persons to join together in preventing serious or systematic bullying, counselling the bullied, and chastising and counselling the bully.

BROAD GUIDELINES:

- To ensure all persons recognise the varied nature of bullying; the characteristic traits of those who bully and those who are bullied; and the signs that bullying is taking place
 - To ensure that concern to prevent bullying is shared by student and staff bodies through discussion of a problem on a regular via Tutor Group, Assemblies, PD, for students and the forum for staff.
 - To ensure that all members of the school community are encouraged to share concerns that bullying is taking place, via a channel to staff, or school, and to inform staff, students and parents that the school is proactive in seeking to reduce bullying.
 - To ensure that we maintain lines of effective communication of observed bullying, or received information. In the case of students, via the Group Tutor and Year Tutor in order that remedial action can be taken. In the case of staff via the Leadership Team.
 - To ensure that serious bullying of a persistent nature is not condoned and the perpetrators are chastised (but not bullied!) and if necessary identified to all staff, peers and parents.
 - For students to ensure adequate oversight is maintained in situations and places where bullying is liable to occur - breaks, lunches, parts of grounds, toilets, pressure points.
 - To promote positive relationships and an ethos of care and concern in order to encourage enjoyment of being at school and in the workplace, and a willingness to confide a problem - 'telling' is acceptable and will be handled discreetly.
 - To provide clear guidance to adults on site as to how to deal with incidents of bullying reported to them and how best to listen to and counsel those involved.
 - To provide information for parents to indicate how the school and community can work together to ameliorate bullying if and when it occurs.
 - To re-evaluate the effectiveness of the school policy on a regular basis with reference to records of bullying incidents.
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