



# Burford School

## Anti-Bullying Policy

**This policy was approved by the governing body on 5 July 2007**

**This policy will be reviewed in July 2009**

### **Introduction**

The aim of the policy is:

- To ensure that the school and governors recognise their responsibility to have effective strategies to tackle bullying as part of the whole school behaviour policy.
- To promote school values which reject bullying and promote co-operative behaviour.
- To provide clear and effective guidance for staff so that they will be alert to signs of bullying and racial harassment, intervene and take appropriate action to support those who bully and those who are bullied.

### **Definition**

Bullying can take many forms but the three main types are:

- Physical – hitting, kicking, taking belongings
- Verbal – name calling, insulting, racist remarks
- Indirect – spreading nasty stories about someone, excluding someone from social groups, inappropriate use of ICT.

Most incidents of bullying have three things in common:

- It is deliberately hurtful behaviour
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves.

### **Implementation**

Burford has Behaviour and Equal Opportunities Policies which should be used in conjunction with this policy to facilitate a healthy social and learning environment. The school aims to prevent bullying, not just deal with any bullying incidents, through:

- Using the curriculum to raise awareness of what constitutes bullying
- Giving pupils opportunities to talk about bullying
- The effective use of the school grounds as a social area
- Pupils feeling able to tell staff if they are being bullied
- Responding promptly and consistently to any bullying behaviour
- Involving the whole school community including families, governors, pupils, teaching and non-teaching staff.

In investigating an incident of bullying it is important to ensure there is:

- An immediate response from the person to whom the incident is reported
- An analysis of the behaviour to determine whether a report form should be completed (1)
- Thorough discussion with all parties, appropriately recorded (2)
- Support for those who are bullied and those who bully

(1) Model report form (attached)

(2) See approaches to managing bullying incidents:

*The Method of Shared Concern* and *The No Blame Approach*