



SCHOOL POLICY ON BULLYING

Introduction

This policy has been developed with regard to DfES Guidance: “Bullying: don’t suffer in silence”. It is the clear intention that all persons within the Walmer Road School are able to study and work free from bullying and intimidation. The Walmer Road School aims to involve school staff, students and parents/carers in efforts to raise awareness about bullying, improve peer relations, intervene to stop intimidation, develop clear rules against bullying behaviour, and support and protect victims.

Definition of Bullying

In line with the above guidance, definitions of bullying may include words (oral/written) or behaviour which is:

- Deliberately hurtful (including aggression)
- Repeated over a period of time
- Difficult for victims to defend themselves against

Bullying can take different forms but the guidance identifies 3 main types of being:

- Physical – hitting, kicking, taking belongings
- Verbal – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious emails or text messages on mobile phones.

Aims & Objectives

The aims and objectives of this policy are to:

- **Raise student/staff awareness about bullying and the anti-bullying policy.**
We shall seek to confirm all students/staff have knowledge and experience of strategies and this policy at the stage of induction into the school. Thereafter for students these issues will be further reviewed within the PSHE curriculum.
- **Increase understanding for victims, and help build and anti-bullying ethos.**
This will be addressed as described above.
- **Teach pupils how to constructively manage their relations with others.**
Students will be taught aspects of interpersonal management for use in formal and informal settings. Again, much of this work will be addressed within the context of the PSHEE curriculum.
- **To enable staff to investigate and respond sensitively and appropriately to occurrences of bullying.**
Staff will be trained to manage the investigation process as detailed below.
- **To raise awareness about bullying for parents/carers at selected events.**
Parents will be invited to attend induction sessions, based upon the design approved for staff, to ensure they are aware of the Walmer Road School’s focus upon anti-bullying and the definitions associated with bullying.