

Anti-bullying Statement

Aim

In line with Section 175 of the Education Act 2002, which came into force on 1st June 2004, the school aims to provide a safe, happy and secure learning environment in which all individuals may succeed. The school promotes a culture in which individuality can be celebrated and flourish without fear.

Definition

Bullying is repeated, wilful, conscious behaviour, designed to make another person feel hurt, uncomfortable, threatened or under pressure. It may be **physical**: pushing, hitting, kicking. It may be **verbal**: name calling, teasing. It may be **emotional**: excluding, spreading rumours; interference with property (moving or hiding possessions) or it may take place via social networking sites on the internet. The key descriptors are 'repeated' and 'unwanted'.

Response to Bullying

We expect any act of bullying to be reported. This is the culture that we promote through form tutorials, year assemblies and PSHE lessons. Those not involved, but who observe, or have heard of, incidents, are under the same obligation to report as are the students directly concerned.

Students may report through senior students (including form guardians, peer counsellors and the Head Students' Box in reception), or through any staff member. All students who are in receipt of such information are expected to pass it on immediately to the relevant Head of Year or Head of School.

Following thorough investigation, school practice is that the students involved meet together in the company of the HOY to discuss the issue, seek a genuine understanding of the impact of the unwanted behaviour, and agree future action. The key to success is openness and the determination to report any recurrence.

Ultimate sanctions

While every effort is made to promote a student's understanding of the impact of their behaviour, the school reserves the right to take punitive action where a student fails to co-operate. Such action may include internal isolation, fixed term exclusion and ultimately permanent exclusion. The school will at each stage be in communication with parents. Clear and consistent written warnings will be issued at every step of the disciplinary process.

Response to Acts of Violence

Any act of violence between students must be reported immediately. Those not involved, but who observed the incident or have heard that it occurred, are under the same obligation to report as are the students directly involved.

Reports should be made immediately to the Head of School's office. In his absence, reports should be made immediately to the Head of Lower or Upper School as appropriate or to the School Office staff. The School Office staff will notify the Head of School or relevant Head(s) of Year.

The responsibility of any adult called upon to deal with an incident is to:

- **consider the welfare of any injured student, making use of the published medical procedures through the School Office:**
- **pass knowledge of the incident to the student(s)'s Head(s) of Year.**

In this School, any student who appears to have committed an act of violence, however minor, towards another student is immediately escorted to the Isolation Room by the relevant Head of School or Head of Year after explaining their actions.

Written accounts are always taken from students involved, and principal witnesses where necessary.

Subsequent pastoral and disciplinary issues arising from the incident are managed by the Head of School.

Parents are informed by the Head of School or Head(s) of Year on the day of the incident.