



Anti-Bullying Policy

Date of last review:	2017	Review period:	2 Years
Date of next review:	2019	Written by:	Brian Thomas
Type of policy:	Statutory	Committee:	FGB
Signature:			

Rationale:

Wyre Forest School regards bullying as a form of behaviour where an individual or group deliberately uses power to hurt or intimidate over a period of time, or in an isolated incident. We recognise that bullying could occur between individual pupils, between groups of pupils and an individual pupil and between groups of pupils. It could also happen in the same way between members of staff and also between members of staff and pupils. Bullying is not tolerated at Wyre Forest School and this section of the Behaviour Policy presents the appropriate course of action for people to follow.

In order for Wyre Forest School to address and challenge bullying, it follows that the school must have the will and means to:

- Discover bullying
- Prevent bullying
- Deal with bullying
- Support the bullied
- Prevent the bullies continuing to bully
- Endeavour to assist bullies to change their attitudes so they do not continue to bully

Definition of Bullying:

Bullying and cyber-bullying is a behaviour that:

- Is deliberately hurtful (even if the bully does not realise just how hurtful)
- Is repeated over a period of time
- Is very difficult for the bullied to stop it
- May be physical
- May be verbal
- May involve media
- May be indirect (e.g. by turning other children against the victim)
- Can be measured in severity by the effect that it has on the victim

Cyber Bullying:

Cyber bullying is not tolerated at WFS and the school has monitoring and filtering software that ensures that any inappropriate use of the internet in school is identified. In addition pupils receive significant input in e-safety and appropriate use of social media and are actively encouraged to report any instances of cyber bullying. Please note, cyber-bullying can include: the use of social media websites (such as "Facebook"), telephone texting or calls, e-mails and/or may include different methods such as verbal, written, photographs, verbal recordings or video.

Racism:

Racism can be defined as 'Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior'. This is not tolerated at WFS and any instance of racism is identified and dealt with promptly and effectively. In addition the school's curriculum actively promotes equality and

explores aspects of different religions, beliefs and cultures.

Our Aims:

Our aim at Wyre Forest School is to create a safe and secure environment (SAFE SPACE) for all where a bullying culture cannot exist and any rare isolated events of bullying are dealt with immediately to ensure that **Wyre Forest School is a Bully Free Zone.**

Reporting and Recording Bullying:

Pupils are encouraged to tell an adult about all incidents of bullying and staff are responsible for either acting on, or referring to a tutor, information about incidents of bullying. Serious or persistent incidents are reported to the Deputy Headteacher/Headteacher/Head of Care.

Responding to Bullying:

Attempts to resolve bullying will depend upon the severity of the incident and/or the timescale in which the behaviour has been displayed. It may also depend upon whether the bully has historically displayed this behaviour. Interventions may include:

- Making it clear, through an appropriate communicative method or means, that the bullying behaviour is not acceptable
- Developing empathy in the bully
- Working around the incident in the PSHE lessons, circle times, in groups and/or as a whole school
- Talking to the victim and making suggestions about strategies for avoiding or dealing with bullying behaviour (such as blocking bullies on social media sites)
- Monitoring of those involved
- Counselling individuals and groups
- Using consequences/sanctions which will usually include contact with parents/carers

Monitoring of this Policy:

All incidents of bullying are recorded and reported on to the Full Governing Body on a half termly basis.