



ANTI-BULLYING POLICY

All students at St Julian's have an equal right to participate and enjoy their education in order to fulfil their potential. Any action which hinders the educational and/ or social development of any student will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The policy should:

- Promote positive attitudes towards each other
- Encourage an atmosphere where bullying does not occur
- Ensure that staff, students and parents are all aware of what constitutes bullying
- Encourage students to report incidents of bullying.
- Ensure that bullying incidents are taken seriously, followed up and dealt with appropriately
- Encourage everyone to actively challenge bullying whenever and wherever it occurs.

The policy is put into practice in the following ways?

- Positive attitudes towards each other will be promoted through PSRE programmes, assemblies and all aspects of school life.
- Procedures will be drawn up for staff to follow when bullying incidents are reported to them
- Bullying incidents will be taken seriously and dealt with sensitively
- Staff will be expected to actively promote and implement a whole school ethos that is opposed to bullying in all its forms
- Students will be informed of the school's policy and procedures and encouraged to report incidents of bullying through PSRE programmes, tutorials, assemblies, student council and notices displayed in classrooms and around school.
- Information will be provided for parents, which explains the school's anti-bullying policy and procedures and provides advice and guidance on support strategies should their child be a victim of bullying.
- A programme of counselling for "bullies" and "victims"

Criteria for success

- Students feel safe, happy and successful at school
- Students and parents have confidence in the school's procedures for dealing with bullying.
- Fewer incidents of bullying occur.

Monitoring and evaluation

- Incidents of bullying will be monitored by the Pastoral Coordinator

ANTI-BULLYING POLICY

WHAT IS BULLYING?

Bullying can occur through several types of anti-social behaviour. It can be:

1) PHYSICAL

A child can be punched, pushed, kicked, hit, spat at, tripped up or attacked in some other way.

2) VERBAL

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical appearance, social disability, or any other individual characteristics.

3) EXCLUSION.

A child can be bullied simply by being excluded from discussions, conversations or activities, by those they believe to be their friends.

4) DAMAGE TO PROPERTY OF THEFT

Pupils may have their property damaged or stolen. Threats may be used by the bully to force the pupil to hand over property to the bully.

SUGGESTED STRATEGIES FOR DEALING WITH BULLYING

Dealing with incidents:

- Incidents need to be resolved not just smoothed over
- Those who feel aggrieved want to see justice done
- Blame may not be all on one side
- It may never be possible to prove what really happened
- Levels of tolerance may vary enormously
- Expectations may be unrealistic

Strategies to help the Form Tutor – Stage 1:

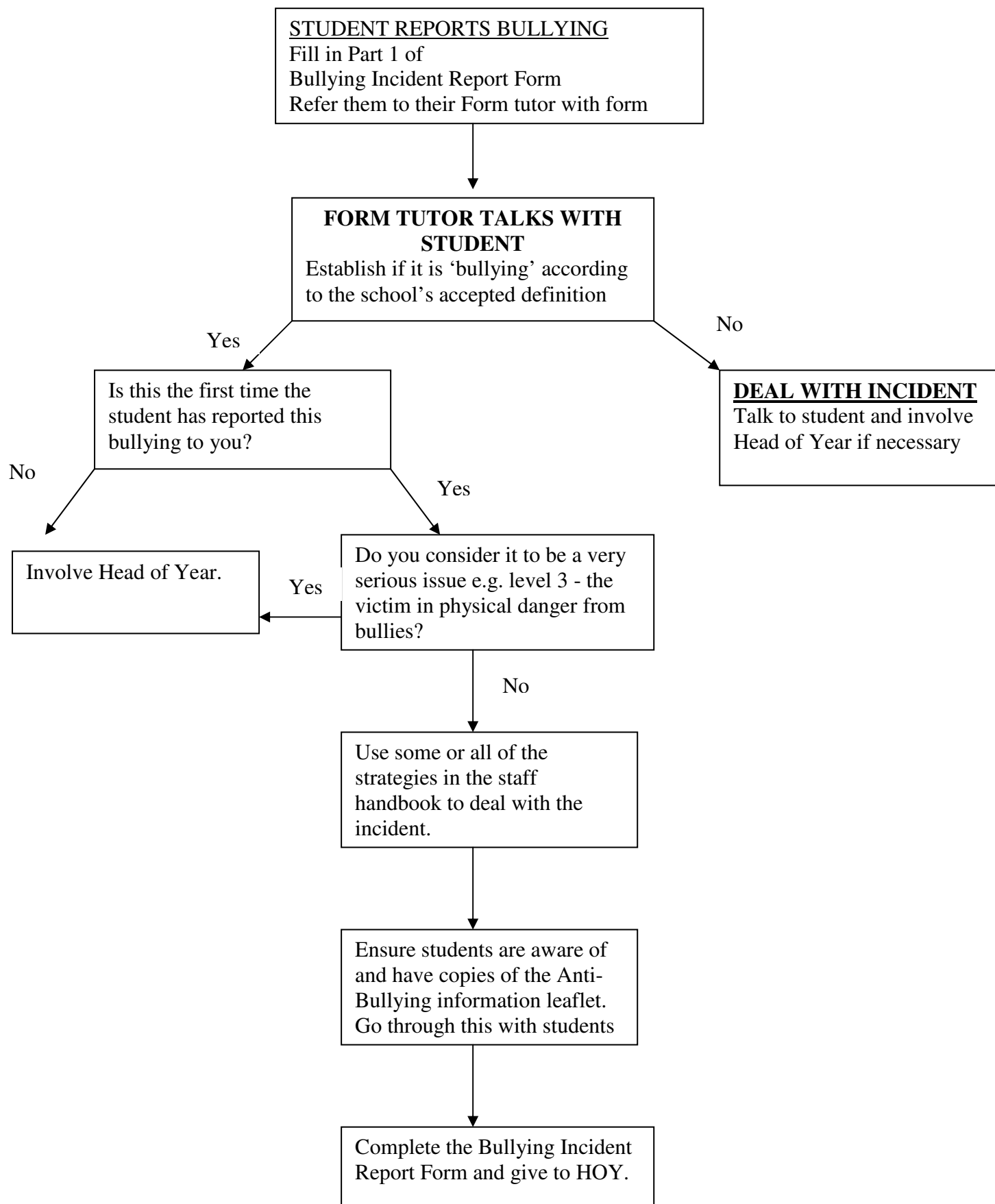
- Meet with victim or victims separately - have them write down what happened.
- Meet with each member of the 'gang' separately have them write down what happened.
- Agree with each member of the 'gang' separately what you expect and discuss how he/she has broken the school guidelines.
- Meet with 'gang' as a group and have each state what happened in your individual meeting. Ensure that everyone is clear about what happened
- Prepare them to face their peer group.
- Whatever is decided, reiterate to all students that they are all responsible if anyone is being bullied - there are no innocent bystanders.
- Talk or write to parents of all involved (HOY)
- Keep a file on bullying with all statements and penalties. Complete Bullying Incident Report Form.
- Do not accept false excuses
 - If the bullying was claimed to be an accident, did the students act by helping the victim or getting help or giving sympathy?
 - If it was just a laugh, was everyone laughing?
 - If it was a game, was everyone enjoying it?

Disciplinary steps that can be taken by Head of Year – Stage 2

1. Bullies warned officially to stop offending .
2. Informing Bullies parents/guardians.

3. They may be excluded from the school playground at break and /or lunchtime.
4. If they do not stop bullying they will be suspended for a period of 1 day.
5. If they then carry on they will be suspended for a period of up to 5 days.
6. If they do not end such behaviour, they will be recommended for permanent exclusion.

DEALING WITH BULLYING



BULLYING INCIDENT REPORT FORM

Part 1

Please fill out this report and pass it to the form tutor

Name and Form of Student	
Member of staff reporting incident	
Date of Reporting	
Details of Incident	
Level of Incident (1,2 or 3)	1
Name and Form of Bully 1	
Name and Form of Bully 2	
Name and Form of Bully 3	
Name and Form of Bully 4	
Name and Form of Bully 5	

Level 1 Low level - name calling/teasing, damage of property, social exclusion,

Level 2 Medium level - ganging up with others, racial or gender abuse

Level 3 High level - physical assault

Part 2

Strategies taken by Form Tutor- consult suggested Strategies in Sec. School Handbook

Date of action	
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Action Taken