

## Anti-bullying Policy

### Rationale

The aim of our anti-bullying policy is to ensure that students learn in a happy, supportive, caring and safe environment where they feel comfortable about who they are without others judging them and without fear of being bullied. Bullying is anti-social behaviour it is unacceptable and will not be tolerated. Bullying is a way of making people feel insecure, unhappy, and scared of humiliation and their feelings hurt on purpose. It is where someone does bad things over and over again. Bullying includes **physical** – it can be threatening, ganging up on people; **verbal**-name calling, spreading rumours, abuse of your family and teasing. **Psychological**-being left out, prejudice, silent treatment; **Racist; Sexist; Homophobic; transphobic and biphobic Cyber**-texting, sexting, inappropriate use of social media sites.

The school operates a continuous 'anti-bullying' campaign through the academic curriculum and pastoral system, particularly through its Heads of Year, tutors, PSHE lessons and information in classrooms and assemblies. All students are aware that such anti-social behaviour will not be tolerated.

The Education and Inspection Act 2006, gave Headteachers the responsibility to prevent all forms of bullying. It also empowered Headteachers to regulate the behaviour of Students off-site, imposing disciplinary sanctions.

### Aims:

We aim to:

- provide a school environment where bullying is not tolerated and students feel safe to tell someone, if they are being bullied or are aware of bullying taking place.
- promote an anti-bullying message across the whole school, that encourage all members of the school to act with tolerance, courtesy and consideration to others at all times.
- produce a consistent school response to any bullying incidents that may occur.
- make all those connected with the school aware of Icknields stance on bullying, and make clear each person's responsibilities with regard to the eradication of bullying in our school.
- provide support systems within the school for victims of bullying.

### To achieve our aims we will:

- Ensure that all students and staff understand the anti-bullying policy.
- Regard incidents of bullying as a serious matter that needs to be dealt with urgently.
- Treat victims of bullying in a supportive manner.
- Provide appropriate action, sanctions and support for the perpetrators of bullying.
- Work with the Student Voice to combat bullying.
- Monitor and evaluate the number of bullying incidents recorded.
- Work with parents to inform them about the potential dangers of cyber bullying and how they can prevent it.
- Work with the local police and other external agencies to combat incidents of bullying.

### Success Criteria

- The number of incidents reported increases in the short term as staff and students respond rapidly to acts of bullying.
- The number of incidents reported decreases in the longer term as an anti-bullying ethos becomes established within the school.
- Students use a range of support structures for reporting and resolving incidents of bullying (e.g. parents, tutor, subject teacher, support staff, prefects, Student Voice).

**Approved by Governing Body of Icknield High School March 2018**

Policy Review date: July 2019  
Governors' Committee: Student Affairs.  
SLT staff responsible: Mrs J. Knighton  
Statutory Policy: Yes