Colyton Grammar School
ANTI-BULLYING POLICY

Principles
Effective learning requires a culture in which each child feels secure. The anti-bullying policy is directed to ensuring that bullying is eradicated.

Definition
Bullying is repeated behaviour which makes others feel uncomfortable, whether this is intended or not. It includes:
- Physical Abuse: Hitting, kicking, taking or hiding property.
- Verbal: Name calling, teasing, insulting.
- Emotional: Exclusion, tormenting, spreading rumour.
- Cyber Bullying: Through use of the internet and mobile phones

The school is concerned to respond to all bullying and would aim to co-operate with parents, police and other involved parties should such bullying take place off-site.

Aims
- To promote an ethos of positive behaviour in which bullying will be the exception.
- To encourage an environment in which independence and individuality is valued.
- To ensure a response which identifies and eliminates bullying.

Method
1.   Preventative
    (a)   Code of Conduct:
        Through the consistent promotion of behaviour which implicitly and explicitly recognises respect for person and property.
    (b)   Curriculum:
        Through Tutorial, Social Education, and within the programmes of individual subjects, to provide opportunity for students to develop social skills and an understanding and tolerance of others both through content of lessons and activities.
    (c)   Pastoral:
        Through tutors and teachers actively monitoring the needs of their classes and responding to early indications of problems, and by vigilance during duty time, including checking playgrounds, toilets and other areas where bullying might occur.
    (d)   E-Safety:
        See the E-Safety Policy.

2.   Eliminating Measures
    All bullying is serious and should involve a response which eliminates the problem. This will be achieved by:
    (a)   Vigilance on noticing evidence of bullying or distress.
    (b)   Social/Tutorial Education programmes which outline for pupils where help can be sought. (This can be the tutor, Student Development Co-ordinators, School Counsellor, or any other teacher with whom the pupil is involved).
    (c)   Ensuring that parents know how and to whom any concerns should be referred.
    (d)   Co-ordinated responses so that all incidents are referred to the relevant member of SLT so that appropriate action can be taken.
    (e)   Providing support for staff in managing these incidents.
    (f)   Action should aim at elimination. Where appropriate, this can include formal sanctions which are consistent with the situation.
    (g)   There should be post-incident monitoring to ensure that there is no repetition or backlash.
    (h)   Where appropriate, parents should be contacted.
    (i)   Counselling/advice should be given when a pupil's own behaviour may inadvertently contribute to others bullying the individual.
    (j)   Reviewing incidents of bullying to test the effectiveness of practice.

Conclusion
The most important contribution in eliminating bullying is a positive, challenging culture in which expectations of behaviour are consistently high. Positive, vigorous and individually assessed response will eliminate incidents that may occur.