

The Darley Centre
Pupil Anti-Bullying Policy

Persons Responsible:

Headteacher	Mr Mike Burnett
Senior Teacher	Mr R Martin & Mr R Horton
ALL STAFF	

At the Darley Centre, the Head and all his staff have a duty of care to ensure that all students who step over its threshold, feel welcome, safe and content.

All staff will respect and encourage those students to gain a full and open access to every learning activity, opportunity and sense of emotional well being.

Definition of Bullying

‘Behaviour by an individual or group, usually repeated over a period of time, that intentionally hurts another individual or group, socially, physically or emotionally.’
Adapted by DCSF ‘Safe and Learn’ Guidance.

Bullying can be defined as:-

Physical – assault, pushing, kicking, hitting, unacceptable touching (including that of a sexual nature), blocking, (preventing movement through an access point), punching, spitting, violent threats, damaging belongings or any other form of physical activity that makes a person feel threatened or intimidated.

Verbal – any words used in an aggressive manner, designed to hurt or cause offence, such as name calling, mocking, taunting, gossiping, spreading rumours and teasing.

Written - any insults combined in note passing, threatening letters, graffiti, cyber communication, defacing any property belonging to another.

Psychological – gestures, tormenting, humiliating, ridiculing, ignoring, silent treatment, excluding.

Cyber – harassment, alarm, distress or humiliation that uses internet or phone technology. It can be an extension of face to face bullying, with technology providing the bully with another route to harass their target.

Homophobic – because of, or focusing on the issue of perceived sexuality.

Sexual – unwanted sexual physical contact or sexual abusive comments.

Racist – racial taunts, comments, graffiti, gestures which are designed to influence racial hatred.

Signs and Symptoms of Bullying are:-

- Being frightened of travelling to and from the Darley Centre.
- Changes in a usual routine or behaviour.
- Begins to truant.
- Drops in attendance.
- Becomes withdrawn, anxious or talking with confidence.
- Starts stammering.
- Runs away.
- Feels ill in the morning.
- Becomes aggressive, disruptive or unreasonable.
- Is frightened to say 'what's wrong'.
- Afraid to use the internet or mobile phone.
- Is nervous or jumpy when receiving a cyber message.

NB. The above are indicative of symptoms and may relate to a number of issues.

Actions to Resolve Bullying

Although prevention is better than cure, the staff at the Darley Centre will be vigilant for signs of bullying and will always take reports of incidents seriously. A record will be kept of each issue. The class staff of the victim will be responsible for this and will give a copy of the report and action taken to the Head. Older pupils may be asked to complete a report for themselves. A racial incident record and report of any racist abuse is completed by the Head.

Roles of the Parent/Carers:-

Any incidents of bullying, where action has been taken, then the parents/carers of the bullies and their victims will be informed. They will be asked to support strategies proposed to deal with the problem and to reinforce the value of good behaviour at home.

If there are repeated incidents, the bully will be informed of the consequences and sanctions.

Parents/Carers are to talk to their child with regard to issues of bullying and report any incidents to a member of staff.

Parents/Carers support the anti-bullying policy and encourage their children to follow the Rights and Responsibilities.

Role of Students

To follow the behaviour code and anti-bullying

To discourage any bullying they encounter

Report bullying to staff

To ensure they follow their rights and responsibilities

Statement of Intent

All staff and stakeholders are committed to the provision of a safe and caring environment, in which all students can thrive as individuals and learners.

There needs to be a range of activities undertaken with both the bullies and the victims that will support them and able them to move on from the incidents. These may include PSHE, role play, circle time, restorative justice intervention, or in more serious cases PCSO's or Police Officers.

A 'buddy' or mentor system (peer counselling) are alternative, positive ways of addressing victims who are worried about open discussions.

Anti-bullying week in November each year highlights different aspects of bullying.

A member of staff will always be available to support vulnerable students.

All staff will challenge and encourage stereo-typically negative views and will be encouraged to view positive differences in others especially with regard to race, gender, culture, sexuality, ability and disability.

The Darley Centre's aim is to allow pupils to understand the spiritual, moral, social and cultural aspects of their life.

M Burnett
Headteacher
Reviewed January 2018