

Haven High Technology College Anti-Bullying Policy

INTRODUCTION

- It is a Government requirement that all schools have an anti-bullying policy. In 2003 Ofsted published *Bullying: effective action in secondary schools*. This was followed by DfES guidance for schools under two headings: *Don't Suffer in Silence* and *Bullying – A Charter for Action*. This policy reflects this guidance.
- DfES guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to).

AIMS AND OBJECTIVES

- Bullying is wrong and damages individual children. At Haven High Technology College we therefore do all we can to prevent it, by developing a college ethos in which bullying is regarded as unacceptable. We have a pastoral team who provide a strong system of care, support and guidance for individual students, working in close partnership with parents.
- We aim, as a college, to provide a secure and safe environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.
- This policy aims to produce a consistent college response to any bullying incidents that occur.
- We aim to make all those connected with the college aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our college

The role of the Governors

- The governing body supports the Executive Headteacher in all attempts to eliminate bullying from our college. The governing body will not condone any bullying at all in our college, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- The governing body monitors the policy regularly
- A parent who is dissatisfied with the way the college has dealt with a bullying incident can ask the chair of governors to look into the matter, if the Executive Headteacher has already been informed.

The role of the Executive Headteacher

- It is the responsibility of the Executive Headteacher to implement the college anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the college policy, and know how to identify and deal with incidents of bullying. The Executive Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Executive Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable in this college. The Executive Headteacher draws the attention of students to this fact at suitable moments.

The role of the teacher and other staff

- All the staff in our college take all forms of bullying seriously, and seek to prevent it taking place.
- If staff witness an act of bullying, they will either deal with it themselves or refer it on to the pastoral team. Teachers and Associate Staff do all they can to support a child who is being bullied.
- When any bullying takes place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying and punishment for the student who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his/her action was wrong, and that child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in bullying other students, then we invite his/her parents into the college to discuss the situation.

The role of the parents

- Parents who are concerned that their child might be bullied, or who suspect that their child may be the perpetrator of bullying, should contact the college immediately. If they are not satisfied with the response, they should complain to the Executive Headteacher. If they remain dissatisfied, they should follow the college's complaints procedure and contact the Chair of Governors.
- Parents have a responsibility to support the college's anti-bullying policy, actively encouraging their child to be a positive member of the college.

The role of the student

- Students are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must continue letting people know.
- Students are invited to tell us their views about a range of issues, including bullying, via the College Council.

Monitoring and Reporting

- All incidents of bullying are recorded including the punishment given. The Heads of KS3 and KS4, report to the Head of School on bullying issues termly.

Review

- This policy is monitored on a day-to-day basis by the pastoral team, who report any major issues to the Executive Headteacher, who reports to the
- This policy will be reviewed in two years, or earlier if necessary.

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