

THE PRIORY SCHOOL

Anti – Bullying Policy

Adopted by the Governing Body on:	January 2019
Review cycle:	Annually
Review date:	January 2021
Governors Committee:	
Staff Responsible:	DSL

In accordance with the requirements of the Education (Welfare) Act 2000 and the code of behaviour guidelines issued by the NEWB, The Priory School has adopted the following anti-bullying policy within the framework of the school's overall code of behaviour.

1. The school recognises the very serious nature of bullying and the negative impact that it can have on the lives of pupils and is therefore fully committed to the following key principles of best practice in preventing and tackling bullying behaviour:

- A positive school culture and climate which-
 - is welcoming of difference and diversity and is based on inclusivity;
 - encourages students to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
 - promotes respectful relationships across the school community;
- Effective leadership;
- A school-wide approach;
- A shared understanding of what bullying is and its impact;
- Implementation of education and prevention strategies (including awareness raising measures) that-
 - build empathy, respect and resilience in students and
 - explicitly address the issues of cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying.
- Effective supervision and monitoring of pupils;
- Supports for staff;
- Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies); and
- On-going evaluation of the effectiveness of the anti-bullying policy.

2. Bullying is unwanted negative behaviour, verbal, psychological or physical conducted, by an individual or group against another person (or persons) and which is repeated over time.

The following types of bullying behaviour are included in the definition of bullying:

- deliberate exclusion, malicious gossip and other forms of relational bullying,
- cyber-bullying and
- identity-based bullying such as homophobic bullying, racist bullying, bullying based on a person's membership of the Traveller community and bullying of those with disabilities or special educational needs.

Isolated or once-off incidents of intentional negative behaviour, including a once-off offensive or hurtful text message or other private messaging, do not fall within the definition of bullying and should be dealt with, as appropriate, in accordance with the school's code of behaviour.

However, in the context of this policy, placing a once-off offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying behaviour.

Negative behaviour that does not meet this definition of bullying will be dealt with in accordance with the school's code of behaviour.

3. The relevant teacher (s) for investigating and dealing with bullying are as follows:

- Form Tutors
- Heads of Year
- Deputy Head teacher

4. The education and prevention strategies (including strategies specifically aimed at cyber-bullying and identity-based bullying including in particular, homophobic, racial, gender and transphobic bullying) that will be used by the school are as follows:

- Regular lessons on what constitutes bullying
- Regular assemblies on what constitutes bullying
- Reflection time for students that have been found to bully an individual
- Close monitoring of behaviour reports by the pastoral team
- Close monitoring and recording of all bullying reports
- Communication with parents regarding any bullying concerns
- Consequences put into place if bullying is evident

5. The school's programme of support for working with pupils affected by bullying is as follows:

- Opportunities to speak with a member of staff including school Chaplains/ELSA
- Close supervision and monitoring of individual
- Clear communication between staff to ensure they are aware and act accordingly
- Tutor to liaise with parents/carers on a regular basis to ensure student is happy
- Ensure student has a means to communicate such as Tootoot if they feel they cannot talk to anyone

6. Supervision and Monitoring of Students

The Priory School confirms that appropriate supervision and monitoring procedures are in place to both prevent and deal with bullying behaviour and to facilitate early intervention where possible.

7. Prevention of Harassment

The Priory School will, in accordance with its obligations under equality legislation, take all such steps that are reasonably practicable to prevent the sexual harassment of students or staff or the harassment of students or staff on any of the nine grounds specified i.e. gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

