



Stanford Lake College

Policy Title	Anti-Bullying Policy		
Author	Denis Jack		
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ANTI-BULLYING POLICY

INTRODUCTION

At Stanford Lake College, we believe that every member of the school community has the right to be treated with respect and dignity. We would like everyone to feel safe and happy in an environment which values differences, encourages compassion and concern for others and which promotes healthy relationships.

DEFINITION

For the purposes of this policy, 'Bullying' will be defined as follows:

'Bullying is any behaviour by an individual or group which intentionally hurts another individual or group either physically, emotionally or psychologically and which is usually repeated over a period of time.'

Once-off incidents will be taken seriously and will be dealt with but they do not constitute bullying.

It is important that a clear line is drawn between what is acceptable behaviour and what is not.

FORMS OF BULLYING

Bullying includes, but is not limited to, behaviours such as:

- Hurtful teasing, name calling, insults or causing embarrassment to another
- Discrimination
- Victimisation
- Aggression or threatening behaviour
- Physical violence
- Harassment
- Malicious gossip or the spreading of rumours
- Comments of a sexual nature
- Belittling others
- Unwanted physical contact
- Excluding individuals from social groups or activities
- Taking another's belongings
- Damaging another's property
- Misuse of power (particularly by seniors over juniors)
- Using social media to cause emotional or psychological distress (cyberbullying)

REPORTING INCIDENTS OF BULLYING

Every member of the Stanford Lake College community has the responsibility to report incidents of bullying. We accept that, for various reasons, there is often a reluctance to report bullying. However, we must all realise that not reporting bullying simply allows the behaviour to be perpetuated. Therefore, we must ensure that there are sufficient, safe avenues for the reporting of bullying. All reported incidents of bullying will be taken seriously and investigated but will be treated in confidence unless otherwise agreed to by the affected student.

1. Students may report bullying to their Tutor or any other member of staff who will then bring it to the attention of the relevant Housemaster/Housemistress, where applicable, and the Deputy Head: Pastoral Care. A decision will be taken on how best to proceed.
2. Students may report bullying to another student they trust who will then pass the report on to the appropriate member of staff.
3. Parents may report bullying to the Tutor, Housemaster/Housemistress or any other member of staff.
4. The reporting of bullying can be done in person, via email or a note and students may report bullying on behalf of another student.
5. Anonymous reports of bullying will be investigated but are difficult to deal with.

STRATEGIES TO PREVENT BULLYING

1. Create opportunities for students and staff to discuss and learn about bullying. LO lessons, tutor group meetings, assemblies and staff meetings should be used for this purpose.
2. All staff must be vigilant and proactive in raising concerns regarding student behaviour.
3. All staff must be proactive in identifying students who might be vulnerable but this must be done sensitively.

SIGNS OF BULLYING

Some signs that may indicate bullying are:

- Changes in behaviour
- Unexplained injuries
- Frequent headaches or stomach aches or feeling ill
- Changes in eating habits – skipping meals or binge eating
- Changes in sleeping patterns
- Declining marks, loss of interest in school or activities previously enjoyed
- Loss of friends or social avoidance
- Feelings of helplessness or decreased self-esteem
- Self-destructive behaviours such as harming themselves or talking about suicide

GENERAL

1. Bullying is a Level 3 transgression in the Student Code of Conduct and will be dealt with accordingly. This is likely to involve a Disciplinary Hearing which could consider suspension or expulsion as an appropriate sanction even for a first offence.
2. Both the student being bullied, as well as the perpetrator of the bullying, must receive the necessary intervention and support.
3. Sensitivity and confidentiality are paramount when dealing with instances of bullying.