

6. BULLYING

Bullying Behaviour

At Sir Henry Floyd we know that bullying behaviour does occur occasionally. In the school's 'Behaviour for Learning Policy' , we define bullying as:

'Behaviour by an individual or a group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text message or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.'

Staff and students work together to stop bullying when it does happen. The following is advice for students:

Students

- If a student witnesses bullying behaviour, or has bullying behaviour directed at them, they should talk to an adult they trust. A friend can accompany this student if they wish.
- Putting pressure on another student not to tell is completely inappropriate behaviour and will result in a sanction.
- Ignoring bullying behaviour is not the best option; this only delays us in stopping it.
- If you do not wish to speak directly to an adult:
 - Students can write to any member of staff and ask reception to pass on the message. This person will then decide the best person to resolve the situation.
 - You can talk to a Prefect, a Buddy or a member of the Student Council. These people will then arrange for someone to contact you.
 - You can fill in a 'Bullying Incident Report Form' available from the Reception area and post it in the box in the Raising Achievement Office, the member of staff will pass your concerns to the relevant Tutor or Head of Year(s).
- Students should not listen to any person who says that they will get into trouble if they talk to someone. They aren't doing anything wrong – the person doing the bullying is. Students often carry on their bullying behaviour and keep picking on people because they think nobody will tell an adult.
- Students may feel safer if they stay with a group of friends or go to reception which is a safe place to go to and speak to an adult, while the bullying behaviour is being investigated.
- Retaliation should never be attempted and using friends makes it a 'double bullying' incident - which is twice as hard to resolve.
- If the bullying behaviour takes the form of 'cyber-bullying' via text, email or social networking site, the student should save, print and show the material to an adult whom they trust.
- School can always offer help, support and guidance; **the aim is to stop the bullying behaviour.**

Bullying – Anti-Bullying Policy

The school takes bullying very seriously. In the Behaviour for Learning Policy it is classed as a Serious Incident. All students are strongly encouraged to tell an adult if they are a victim of bullying. All incidents of bullying are dealt with promptly and fairly, and in conjunction with parents.

Sir Henry Floyd Grammar School's Anti-Bullying Charter

We are working together with the whole school community to create an environment where bullying behaviour will not be tolerated.

Students must always :

- Respect each other and accept each other's differences;
- Have the right to a safe environment;
- Tell someone they trust if they are being bullied;
- Report incidents of bullying to which they are a witness;
- Expect others to help them prevent further bullying.

Staff will always :

- Take all reports of bullying seriously;
- Investigate all reports with an open mind;
- Listen without prejudice to all parties;
- Take action to resolve issues using strategies from the policy.

Everyone should always :

- Cooperate with each other to resolve bullying incidents fairly.