



Anti-Bullying Policy

The school has a very clear Policy Statement about bullying, which states that it is something that will not be tolerated at Aldwickbury School. Whenever the school is made aware of a boy being “unkind” to another person we will do something; boys are encouraged to tell the staff if they know of any such situations. All serious issues will be investigated by the Headmaster or Deputy Head before deciding what action should be taken. This policy links with the school’s behaviour policy.

Aims and Objectives

This policy sets out how Aldwickbury School deals with the issue of bullying. It clarifies how the school seeks to prevent bullying from occurring as well as how instances of bullying are identified, dealt with and monitored. All boys have the right to feel safe and secure in their place of work or learning irrespective of their age, gender, sexual orientation, creed or ethnicity, language, any disability and social background.

This policy is relevant to all boys at Aldwickbury, including EYFS overseen by the Head of Pre-Prep and Boarding overseen by the Boarding Matron and Deputy Head. This policy pays regard to the DfE advice *Preventing and Tackling Bullying (2014)*.

Policy Statement

1. Definition

Bullying is deliberately causing hurt or distress to someone else with no provocation and is repeated over a period of time. The bullying may focus on various areas which could include: racial, religious, cultural, sexual/sexist, homophobic, special educational needs, disability or when a child is adopted. It may occur directly or involve technology (cyber-bullying) for which there is a separate but linked policy. The bullying may take place inside or outside school. The hurt or distress may be caused in various ways:-

Violent action	e.g., punching, kicking, etc.
Other action	e.g., hiding a shoe, groaning at a mistake
In words	e.g., name-calling, suggesting false ideas
Exclusion	e.g., leaving out of a game/conversation.

In many cases, “having a bit of fun” at someone else's expense (teasing) is easily accepted by the recipient. Unfortunately, on some occasions, teasing is inappropriate or excessive and hurts the feelings of the victim; in certain situations this can be defined as bullying. Boys have to learn that there is a fine dividing line, and that excessive or inappropriate teasing causes more hurt than they may have been intended. The school recognises that bullying (both physical and emotional) can have serious psychological consequences for the victims.

Support is given both to the victim and perpetrator in all identified instances to prevent long term damage and bolster confidence as well as prevent repeat behaviour.

2. Opposition to all bullying

The school is strongly opposed to bullying in any and every form and will do all it can to encourage boys to behave in a friendly and considerate way towards others. The staff and Year 8 monitors will watch out constantly for signs of bullying, and will do all in their power to deny a bully the freedom and opportunity to operate. By having a positive relationship with parents this will encourage a dialogue should they have any concerns about the relationship between the boys in the school.

The school will do all it possibly can to explain to the perpetrators of bullying why their behaviour is unacceptable. If necessary, the school will firmly punish those involved as perpetrators and spectators of bullying. If punishment is necessary, parents will be informed. A boy who persists in bullying may be suspended or excluded from the school.

3. Prevention

Aldwickbury takes a proactive approach to preventing bullying. Strategies for dealing with bullying are given throughout the school as part of PSHCEE periods and discussion of these issues take place as part of our tutorial system in the upper part of the school, often linking to our Aldwickbury Values.

Our Aldwickbury Values underpin much of our PSHCEE work and serve to give boys the strength of character they need to avoid being bullies themselves but also to stand up to bullying behaviour if it is observed. These Values underpin many of our assemblies which often contain messages relevant to anti-bullying. Posters for the Value of the Week often back up the anti-bullying message.

Cyber-Bullying seminars are held once a year for boys in Years 6 and 7 and this issue is also addressed as part of ICT lessons. PSHCEE is also mapped across other subject areas (e.g. Drama) at Aldwickbury and topics relevant to bullying are covered in various curriculum areas throughout the school. A separate policy covers how Cyber-Bullying is dealt with at Aldwickbury.

Staff are constantly updated on ongoing issues to be aware of and are also given guidance on individuals, times and places to look out for. They also provide the example to follow in their own dealings with others in the Aldwickbury community.

Older boys play a vital role in setting the tone around school and this is made clear to them at key points such as the Leadership Days at the end of Year 7 and as they start Year 8. Year 8 monitors are also involved (where appropriate) in preventing bullying and meet regularly with the Deputy Head to discuss how they can help in this area. All boys have a part to play in this by encouraging positive relationships amongst themselves.

4. How to report bullying

It is the duty of every member of the Aldwickbury community, whether or not they are directly involved, to report any incident of suspected unkindness to a member of teaching staff. This will then be investigated to ascertain if it is indeed bullying. The 'If You Need to Talk' posters give details of the various adults a boy could talk to in the event of any concern.

The member of staff may deal with the matter immediately or pass it to the Headmaster or Deputy Head. In all cases, the Form Tutor, or Tutor should be fully briefed on the incident. A bullying incident should be treated as a child protection concern when there is reasonable cause to believe that a child is suffering or likely to suffer significant harm.

**The idea of 'sneaking' is an invention of bullies to help keep their deeds secret.
Reporting is right; remaining quiet is wrong.**

5. Recording and Monitoring

Records of incidents of unkindness or bullying identified through the minus system are recorded by the Deputy Head. Incidents of this type, with the action taken, including informing parents, are collated regularly by the Deputy Head and any patterns are noted and acted upon if necessary.

Deputy Head

Reviewed October 2015

Reviewed November 2017

Reviewed November 2019