

## **Bolton School Junior Boys' PREVENTION OF BULLYING POLICY**

- i. The school believes that each boy has the right to be secure and happy within the school environment and that others must not interfere with this fundamental right.
- ii. The school will not tolerate the intimidation of one individual by another by any means.
- iii. The school will not tolerate any form of group behaviour which seeks to intimidate either individuals or other groups. Strong sanctions, including temporary and permanent exclusion may be employed in cases of severe and persistent bullying
- iv. The school requires any members who are the subject of bullying to report such occurrences and undertakes to affect a rapid resolution of such issues.

### **Anti-Bullying Advice to Staff**

1. We are always interested in what happens to boys: in school, when travelling to and from school and on other occasions such as sporting ventures or trips. We are always very willing to listen and to help if they experience difficulties outside school or at home.
2. The topic of bullying is discussed throughout the school. For further information contact the Headteacher or Deputy Headteacher of the Junior School who can provide details and the relevant documentation.
3. We always take allegations of bullying seriously and time is found to investigate them promptly and thoroughly. Sanctions will be employed against perpetrators.
4. We will preserve all possible confidence and privacy, but we reserve the right to obtain boys' help if we judge this to be needful.
5. Bullying can take various forms:
  - i. Psychological pressure, perhaps sustained, by individuals or by a group. This includes isolation and ostracism.
  - ii. Verbal and written abuse, perhaps repeated, sometimes with sexual (including homophobic), religious, cultural or racial overtones or with reference to both learning and physical disability.
  - iii. Interference with or damage to personal effects.

iv. Violence or the threat of violence.

v. Cyberbullying – on social networking sites, in the use of mobile ‘phones – text and photographs, and via email.

6. It can take place in many situations: classrooms, playgrounds, the dining hall, on school coaches, and with the advent of ‘cyberbullying’, in the home. We need to discover when and how frequently it happens and if there is a clear pattern of behaviour involved.

7. A boy may do nothing and hope the bullying will go away. This usually makes matters worse and he should be encouraged to tell someone. All talk about "grassing" needs to be put firmly in its place. Emphasis should be given to the various ways of getting the message through:

i. A boy should be able to tell any member of the school staff about the problem. ii.

He may use the "official channels" such as Form Teacher or Senior Staff.

iii. A boy’s parents or guardian can write or talk in confidence to any teacher, including the Headmaster.

iv. A boy may wish to ask to speak with Mrs Fairclough, who, in her role as mentor, meets with boys regularly to discuss any concerns that they may have.

v. All possible confidence will be maintained and we guarantee that there will be no attempt to get back at the boy. There will be continuing protection and interest and the door will always be left open for another approach.

It should be emphasized that if a boy knows that one of his peers is being bullied, he has the responsibility to make sure the message gets through.

He can talk in privacy and confidence to any teacher and will have helped someone else out of a difficulty. If he doesn't do so, he may well be helping to provoke further incidents and protect the wrongdoers. Problems must not be allowed to build up and affect boys' morale and work. Once a pattern of bullying shows itself, then boys must tell a teacher about it. In so doing they will be helping us to help them.

8. Staff should follow the general guidelines on interviewing pupils. Full records should be made. Reference should be made at an early stage to the Deputy Head or Head of Junior School as appropriate.

9. The Deputy Head of the Junior School will maintain a record of all founded allegations of bullying. This will include a record of actions taken and areas for future follow up.