

BULLYING

POLICY STATEMENT

Nationally, there is at present much concern being voiced about bullying in schools. It would be foolish to assume that there is no bullying at Queen's. All staff are expected to be on the look-out for pupils who are isolated, withdrawn, or who suffer verbal or physical abuse.

The Junior School operates its own bullying policy relevant to its specific age range.

Tutors should *always* be informed of any incidents. The incidents should always be investigated thoroughly. Tutors should keep written notes of any incidents.

Anything of a serious nature should be reported to the Housemaster/mistress who will inform the Headmaster. The Headmaster reserves the right to police cyber-bullying carried out by pupils even at home. In instances of proven bullying, parents will be informed by the Headmaster and further action taken.

Bullying is the systematic use of abuse intentionally directed at other persons who find this painful or distressing.

Bullying can be:

Physical	pushing, kicking, hitting, any form of violence
Verbal	name-calling, sarcasm, spreading rumours, teasing
Emotional	excluding, tormenting by hiding books, threatening gestures, being unfriendly
Racist	taunts, graffiti, gestures.
Sexual	unwanted physical contact, abusive comments.
Cyber	social websites, mobile phones, text messages photographs, video and email
Homophobic	humiliating, excluding, tormenting, ridiculing or threatening refusing to work or co-operate with others because of their sexual orientation or identity.
Disability	exploitation through their lack of awareness and desire to be accepted by their peers

All staff should have an understanding of bullying. They should make clear to pupils that bullying will not be tolerated. The seriousness of bullying could cause psychological damage and even suicide.

SIGNS OF BULLYING

A child may indicate by signs of behaviour that he or she is being bullied. Staff should be aware that these are possible signs and that they should investigate if a child:

- is frightened of walking to or from School
- is unwilling to go to School
- begins to do poorly in School work

- becomes withdrawn, starts stammering
- regularly has books or clothes destroyed
- has possessions go 'missing'
- has monies continually 'lost'
- becomes distressed, stops eating
- cries easily
- becomes disruptive or aggressive
- starts stealing money (to pay bully)
- is frightened to say what's wrong
- attempts suicide or runs away

These signs and behaviour could indicate other problems, but bullying should be considered a possibility and should be investigated.

Bullies may need to achieve some success to make them feel good about themselves. You may be able to help them to find something they can do well in and often their behaviour will change.

Some children may become temporary bullies after a traumatic event, such as a divorce, the birth of a new baby, the death of a loved one or because of boredom and frustration. Other children become chronic bullies because they:

- Like the feeling of power.
- Are spoilt and expect everyone to do what they say.
- Feel insecure, inadequate, humiliated.
- Have been abused in some way.
- Are scapegoats or bullied at home.
- Are under pressure to succeed at all costs.
- Don't fit in with the other children.
- Feel no sense of accomplishment.

OPPORTUNITIES TO TALK ABOUT BULLYING

These may occur in:

Health Education Lessons	Years 7, 8 & 9
Issues Days	Years 7 & 8
As a result of assemblies	
Drama	Years 7, 8 & 9
Religious Studies	Years 7 - 11
Tutor Group Meetings	

HELP ORGANISATIONS:

Care Line	0181 514 1177
Childline	0800 1111

Children's Legal Centre	0171 359 6251
Child guidance Centre	0171 263 4671
KIDSCAPE	0171 730 3300
Parentline	01268 757077
National Care Standards Commission	01823 345960

ACTION THAT STAFF SHOULD TAKE (TO ENABLE PATTERNS TO BE IDENTIFIED)

Pupils must be confident that they can come to staff knowing that their problem will be dealt with promptly and effectively.

1. Listen carefully to the details of the incident(s). These should be written down.
2. Discuss with the victim what you intend to do about it.
3. Liaise with Houseparents who should be informed and who may have valuable background information.
4. Arrange to see those involved in the bullying. This should include observers who do not intervene to help the victim.
5. It should be made clear to bullies how seriously the School regards such unacceptable behaviour.
6. The victim(s) may need help to change their behaviour to avoid repetition.
7. Arrange to meet all parties again in the near future to discuss developments.
8. Persistent bullies should be dealt with through the School's disciplinary procedures and any persistent or serious act of bullying must be referred to the Deputies and Headmaster.

The DCSF Guidance on prevention of bullying is contained in Safe Learning-Embedding anti-bullying work in schools.

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