

ANTI-BULLYING POLICY



A STUDENT FRIENDLY GUIDE TO THE NEW POLICY

WHAT'S INCLUDED?

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- AIMS
- EFFECTS, COMMUNICATING, AND CONFIDENTIALITY
- WHAT TO DO AND LOOK OUT FOR
- WHAT WILL HAPPEN?
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INTRODUCTION

- **Firstly, Fortismere DOES NOT tolerate bullying or harassment of any kind.**
- **We are all equal, and should be treated that way. Bullying denies us of a full education, and, more seriously, has destructive effects on its victims.**
- **All bullying is taken seriously, and will not be brushed aside.**

SO, WHAT IS BULLYING?

Bullying is ANY deliberately hurtful behaviour, usually but not necessarily for a repeated period of time, which intentionally harms another pupil or group physically or emotionally.

AND THE EXAMPLES?

- **Physical (including sexual) assault**
- **Racist, sexist or homophobic abuse**
- **Verbal abuse (name calling, spreading rumours, making comments, provoking/winding up)**
- **Cyber bullying (the use of ICT that is intended to upset others)**
- **Indirect tormenting**
- **Harassment (including sexual)**
- **Taunting in front of an audience/humiliation**



EFFECTS, COMMUNICATING AND CONFIDENTIALITY

- **Bullying is serious, and a major concern for parents, teachers and students.**
- **Bullying makes our lives a MISERY: it harms our confidence and self esteem, as well as destroying our sense of security.**
- **Not only does bullying harm our attendance and attainment, but it can also result in life long psychological effects.**

BUT BULLIES ALSO NEED HELP!

After all, those who are causing the harm need to know the dangers of bullying others. Bullies too can go to teachers, and Place2Be to receive help/ advice, and we encourage you to seek help as soon as possible.

Bullying can happen anywhere. Here are some examples:

- **Playground, field and walkway**
- **Corridors and toilets**
- **Canteen**
- **The journey to and from school**
- **Cyber bullying at any time**

Regardless of where it occurs, we will take ALL concerns seriously, and if you don't want to name those involved DON'T WORRY, we'll find a way!

CONFIDENTIALITY: WE WON'T TELL ANYONE UNLESS YOU WANT US TO, AND EVERYTHING IS TREATED WITH SENSITIVITY AND CARE.

WHAT TO DO AND LOOK OUT FOR

LOOK OUT FOR:

- Anyone who has shown a change in behaviour.
- A change in work, lack of concentration etc.
- Anyone who may seem sad, or alone.

WHAT TO DO:

If you're affected by bullying?

- If you feel able to, tell the bully about your concerns.
- Share your feeling with others.
- If possible, talk to staff who you trust about any concerns
E.g. your VT tutor, subject teacher, head of college, or one of our mentors/counsellors at LINC and Place2Be.

If you have witnessed bullying?

- Support the victim, and tell make sure they know it's wrong.
- Encourage them to speak out to the bully, or offer to do so yourself.
- Accompany them to an adult, or suggest that you see one on their behalf.

**CHILDLINE - CALL 0800 11 11 OR
WWW.CHILDLINE.ORG.UK**

**PLACE2BE - You can self refer to the school
counselling services in the student referral boxes in
both receptions.**

WHAT WILL HAPPEN?

Teachers

- They will reassure and support the child.
- Advise them to pass details to a relevant adult.
- Inform an appropriate teacher as soon as possible.

What will happen?

1. A parent is contacted.
2. The student will converse with a teacher/head of college, and write an immediate account of events.
3. The opportunity to discuss reactions/behaviour is given, and the procedure is explained.
4. Once the act has been confirmed, the bullies will be spoken to individually, and asked to write an account.
5. Evidence will be gathered.
6. Details may be recorded in the students' file.
7. Counselling and support is offered.

Potential solutions:

- Teachers may organise a group intervention response to discuss and address the issue.
- The school may insist on an apology from the bully.
- The school may engage a group of parents to discuss the cases to ensure issues are being dealt with properly.

If the school considers it appropriate, a bully can receive a: C4, Exclusion, or Permanent Exclusion.

WHAT ARE WE DOING TO HELP?

- **Wellbeing lessons incorporate anti-bullying education.**
- **Anti bullying week in November helps to raise awareness.**
- **Counselling can be provided through Place2Be.**
- **Year 7 lunchtime space in North Wing - N11.**
- **A range of extra curricular clubs to provide a supportive environment.**
- **Posters on the new policy have been set up.**
- **The student Ambassadors and Team London Young Leaders are focusing on bullying through a borough project with feedback sessions and assemblies set to take place.**
- **Student leaders have focused on improving the anti-bullying policy and encouraging students to reach to them for advice.**
- **Regular communication with parents and students ensures that we are doing what you want, and working most effectively.**