



The Priory School

Anti-bullying Procedure

Monitoring	Frame of engagement	Date
Member of Staff Responsible		
Governor Accountability		
Consultation Parameters		
Information		
Date of latest version		
Date for next review (and cycle)		
Uploaded to Website		June 2016

Procedures to address bullying at the Priory School

Bullying is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

All members of the school community must challenge behaviour by both students and staff which could be interpreted as bullying. Where a link can be established between that behaviour outside of school which brings the school's reputation into disrepute, then the school will intervene to take appropriate action. The action taken will be aimed at maintaining good behaviour and ensuring students feel safe at school.

Bullying can be related to:

- race, religion or culture
- special educational needs or disabilities
- appearance or health conditions
- sex and sexuality
- young carers or looked-after children or home circumstances

Bullying can be:

- verbal (name calling, sarcasm, racist and homophobic remarks, teasing, and other discriminatory language).
- indirect (cyber bullying, spreading rumours, excluding someone from social groups).
- emotional - being unfriendly, excluding, tormenting.
- physical - pushing, kicking, hitting, punching or any use of violence.
- racist - racist taunts, graffiti, gestures, stereotyping.
- sexual - unwanted physical contact or sexually abusive and /or embarrassing comments.
- homophobic - using taunts, graffiti, gestures stereotyping or focusing on the issue of sexuality.
- cyber - all areas of internet, such as email and internet chat room misuse, whether generated through the school internet system or externally
- mobile threats by text messaging and calls.
- misuse of associated technology i.e. cameras and video facilities.

Bullying is usually reported by students, peers, staff, parents and/or carers. Sometimes bullying is not reported and is identified through a change in the behaviour of a student. A victim of bullying may become withdrawn, produce

substandard work or develop poor attendance. Bullying may be identified through observation of students in a classroom or around the school.

The following procedures should be followed to reduce all incidents of bullying at the school and to address bullying promptly and effectively when it occurs:

- Tutors must make students aware annually of how they can report bullying. Students will be provided with information on how to deal with and report bullying. This will be co-ordinated and monitored by the Assistant Headteacher Inclusion.
- Bullying can be reported in any of the following ways:
 - verbally or in writing to a Lunch Time Supervisor, a Teaching Assistant, the Tutor, a Teacher, the Student Learning Manager, the Student Support Officer, or a member of the CHAT team.
 - by speaking to a trusted adult outside school who can contact school on behalf of the student and speak to the Tutor, the Student Learning Manager or the Student Support Officer
 - by emailing help@priory.shrophshire.sch.uk
 - by texting the Student Support Officer on 07427 977259
 - by using the problem box in the library - this is checked weekly.
- Staff must report any concerns to the appropriate Student Learning Manager.
- An anti-bullying ethos will be created and maintained through Tutor Programmes, Life lessons and Assemblies.
- All reports from students and parents/carers should be taken seriously and thoroughly investigated by the Tutor/ Student Learning Manager.
- The Tutor/Student Learning Manager must consider the antecedents to the incident and fully explore the background to the bullying with all parties concerned.
- When dealing with clear incidents of bullying the Tutor/Student Learning Manager must inform parents/carers of all parties and enlist their support in dealing with the problem.
- Appropriate sanctions must be implemented. Staff should be guided by the offences and sanctions checklist.
- Staff must use Behaviour Management in SIMS to record all incidents of bullying accurately.
- The victim and perpetrator should be offered support through one or more of the following: 'circle time', counselling with the Student Support Officer, an email response, the provision of a safe haven, assertiveness training for victims.
- The situation should be carefully monitored by the Tutor/Student Learning Manager and reviewed after a suitable timescale to check that all is well.
- School sanctions should apply for students who are found to have made false / malicious accusations.

We aim to:

- create an environment in which all students feel they have equal security and value
- deal with incidents of bullying promptly and effectively