

# ANTI - BULLYING POLICY

## Definition

Bullying is words or actions that are intended to hurt, bullies exclude people and encourage others to do the same, they leave people out of games, won't share, ignore others and often act in groups or get others to be mean as well. It can be recognised in various forms:

- (1) Physical bullying: Arm twisting, hitting, kicking, pushing, tripping
- (2) Verbal bullying: Rude remarks, teasing, name-calling, shouting, telling tales, frightening, threatening, racist, sexist and homophobic comments.
- (3) Taunting: ganging up, Nationality, Looks, Intelligence, skills
- (4) Cyber-bullying: Websites, text messaging, photographs, videos and email

## Aims and Objectives

The aim of this policy is to ensure that all boys may learn without fear ; that boys may grow up in a positive and happy atmosphere; that they understand how to behave towards each other and that they feel safe in school.

**At Ludgrove all forms of bullying are totally abhorred. Bullying will not be tolerated in any form and we respect that everyone in the school community has a right to be happy and feel safe in the school.**

## Pastoral Care

A very watchful eye is kept on all boys as individuals both upstairs in the dormitories and downstairs in all that they do. Upstairs in the dormitories and bathrooms the head matron and matrons are responsible for the happy welfare of the boys. They should be aware of boys' separate needs and weaknesses. In the daily round downstairs Division Masters /Mistresses, Duty Masters, as well as the Headmasters and the Headmaster's wife are responsible for the happy, tolerant daily life of all boys.

## Procedures to follow

If a boy feels he is being bullied he should inform his division master or any adult, at once. There is a list of who to speak to in every division. A sympathetic ear is always available. The member of staff must immediately take action. Initially he/she should determine the circumstances of the bullying then inform the Headmasters. They will take the correct punitive action and record the incident. If the incident is more than a minor upset the Headmasters will inform the parents of both the boy being bullied and the bully of the circumstances. The situation will be assessed thoroughly and appropriate action taken which might take the form of talking to or sanctions. Every case is unique and therefore the sanctions will depend on the particular circumstances of the bullying, However this could lead to temporary or permanent exclusion at the Headmasters discretion.

## Prevention Techniques

All boys are regularly reminded of their responsibilities to each other and the code of behaviour which is expected in our community. Each day a PSHCE class is held in the form of division time, which establish behaviour standards. These are reinforced in year group and whole school assemblies and within the curriculum. Staff should be aware of the DCSF guidance 'Bullying: don't suffer in silence'.