



Policy Title: Anti-Bullying

Responsibility: All staff

Linked to:

- Behaviour & sanctions
- Exclusions
- Code of Conduct
- Human Rights Act 1998

At Fairlight Glen School bullying in any form is taken very seriously and will not be tolerated. Given the fragile nature of some of our students we are particularly mindful of the effect bullying can have. The embodiment of children and young people having a right to an education free from harassment and degradation from the Human Rights Act 1998 is fundamental to our core values and school Code of Conduct.

Although there is no legal definition of bullying it is usually defined as behaviour that is:

- Repeated.
- Intended to hurt someone either physically or emotionally.
- Often aimed at certain groups, eg because of race, religion, gender or sexual orientation.

It takes many forms and can include:

- Physical assault
- Teasing/Banter
- Making threats
- Name calling
- Cyberbullying - bullying via mobile phone or online (eg email, social networks etc)

None of these behaviours will be accepted at our school and any evidence of such will be very swiftly dealt with. Any incidents of Racism or Sectarianism will be reported to the appropriate authority. Bystander Apathy is also considered to be contributory and will be addressed accordingly.

The Victim

Any victim of bullying will be supported and given appropriate space and time to recover from any incident. Work will be completed where possible or necessary to help the victim understand why this may have happened and allay any misgiving about the self that may arise.

The Bully

Anyone engaged in an act of bullying will be swiftly dealt with under the school's Behaviour (& Sanctions) policy. The severity of the incident will mark it as a "Mid Range" or "Extreme" behaviour. Time will later be given to reflect and explain given that most bullies have, at some point, been bullied themselves. Reparation will be offered but not if the victim is uncomfortable with it.

Any persistent or serious incidents of bullying will raise an incident report and be registered in the Bullying Log. Under the terms of our Code of Conduct, Behaviour & Sanctions Policy and Exclusions Policy a student's placement could be at risk for continued offending.