

# **Chadwell Heath Academy**

*A Specialist Mathematics, Computing, Science and Media Arts College*



## **GOVERNERS STATEMENT ON DEALING WITH BULLYING**

The Governing Body believes that every pupil should be able to attend school and work free of the fear of bullying. The Governing Body is therefore committed to ensuring that bullying within the school will not be tolerated. All staff are asked to be vigilant and be aware of the School policy.

The Governing Body expects that

### ***PUPILS SHOULD***

- be able to enjoy a safe and welcoming environment.
- be able to talk to any adult in school and know they will be listened to in confidence.
- support other pupils who are being bullied.
- be confident that something will be done.

### ***PARENTS SHOULD***

- be able to rely on a safe and welcoming environment for their child.
- be able to talk to staff, listen and be listened to in confidence.
- be confident that something will be done.
- work in co-operation with the School in dealing with bullying.
- explain to their child the consequences of being a bully.
- observe and be aware of anxiety or changes in behaviour and make a note of these.

### ***STAFF SHOULD***

provide a safe and welcoming environment, both in and out of the classroom, by

- having clear expectations on behaviour.
- having a calm approach to discipline problems.
- being alert to what is happening in their classroom and around the building.

## **PROCEDURE**

### **General**

All staff are requested to be observant of anxiety or changes in pupil behaviour. Staff are reminded that a victim of bullying may find it difficult to speak of their experiences or express their worries. Where a member of staff feels that there is a problem they should either speak with the pupil themselves, or report their concerns to the form tutor, Head of Year or the Deputy Headteachers.

If a member of staff talks to the pupil themselves the following guidance is offered:

- Be a good listener
- Be approachable - this will mean having talked to pupils in a relaxed and informal way over a period of time
- Always make it clear that you recognise the problem and you know it is really hurtful for the pupil. The relationship between bully(ies) and victim is often highly complex.

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- Be aware that when a pupil is about to tell you something in confidence, they must be told that you cannot guarantee complete confidence if the difficulty involves something illegal and/or if the pupil wants bullying to stop.
- Never tell a pupil to stop being a wimp, or to fight back.

### **Action**

When a complaint about bullying has been received by a teacher, it must be referred to the Head of Year for investigation.

The Head of Year will ensure that a thorough investigation is carried out and an Incident Report completed. Once pupil statements have been taken and verified the Head of Year will decide the appropriate action to be taken.

The nature of bullying is such that it is not possible to prescribe what action should be taken in advance. The purpose of the action must be to resolve the problem(s) and bring the bullying to an end. This may involve the issuing of punishments used within the school discipline system, including external exclusion, to the perpetrators.

Both the victim and bully should be offered support and/or counselling.

The victim/bully and their parents should be made aware that action is being taken and appropriate means of communicating with the school established to monitor the effectiveness of the action being taken.