

ANTI-BULLYING POLICY

Bullying

It is the duty of all boys and staff to report any instance of bullying of which they are aware. Bullying is an antisocial and un-Christian activity, which is too serious to be included in the "Schoolboy Code" (i.e. don't tell on your friends).

A boy can be said to be bullied when another boy or group of boys:

Says unkind things to him,

Sends unpleasant notes,

Hits, kicks, threatens,

Traps him inside a room,

Refuses to speak to him or other similar behaviour.

Consistent teasing can also be classed as bullying. If, however, two boys of similar age and physique have an occasional fight or quarrel, this is not bullying.

At St. Philip's, every boy has the right to be treated with respect and the right not to be a victim of bullying.

Guidelines to help you spot the victims of bullying

Boys who are bullied often:

- a) Look unhappy or angry
- b) Try to move away from the aggressor
- c) Tend not to take turns in games when the aggressor is playing a dominant role
- d) Will aim to draw attention to himself and remain in the view of other pupils, in order to avoid the aggressor

When on duty during break times, staff are required to watch for pupils exhibiting these signs and for those pupils who seem isolated (as opposed to those who like to keep their own company).

Action by a teacher to prevent bullying

1. Be vigilant.
2. Be punctual for every class, duty or activity. When boys are unsupervised, the potential for bullying is greatly increased.
3. At break times, particularly in the garden, stop any play fight and be aware of how the boys are interacting with one another. **Do not be a passive supervisor.**
4. When taking a game at the sports ground or anywhere else, try to involve each boy as much as possible. Avoid situations where boys may be made to feel a failure at a game.
5. If any boy approaches a member of staff and says that he or someone else is being bullied, the teacher must
 - a) Listen to the boy.
 - b) Report the matter immediately to the Headmaster (Deputy in his absence).

Involvement of the children in dealing with bullying

Near the start of each Michaelmas term, the Headmaster will conduct a series of Assemblies on the subject of Bullying. These will include the following advice to all boys:

When you are being bullied: -

- Look the bully in the eye as bravely as you can and tell him to stop;
- Move away from the situation as quickly as possible;
- Tell a member of staff what has happened immediately. It may help to take a friend with you when you do this;
- Tell your family;
- Keep on speaking up until someone listens.

Remember that bullying includes: -

- Name-calling and teasing
- Physical violence (e.g. hitting, punching or kicking)
- Threats
- Leaving you out of an activity or game in order to be unkind to you
- Receiving unpleasant notes.

The Headmaster will use his discretion to resolve any case of bullying. This discretion will take into account the fact that children sometimes bully others because

- They do not know that it is wrong;
- They are copying other members of their family or friends;
- They have been encouraged by their friends to bully;
- They are taking out their insecurities on others;
- They are going through a difficult time and are taking out their aggressions on others.

The Headmaster will notify the parents of both the aggressor and the victim, will interview others discreetly and use his judgment in deciding how best to resolve the situation.

In conclusion, bullying is a constant threat to the good order and atmosphere of a school and can break out at any time and involve anyone. It is the duty of everyone in the school community to try to ensure that bullying takes place as rarely as possible.