

## Italia Conti Chislehurst Anti-bullying policy

The aim of the anti-bullying policy is to ensure that pupils and students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

physical (hitting, kicking, theft)

verbal (name calling, racist remarks)

indirect (spreading rumours, excluding someone from social groups) Cyber bullying – use of social network sites, text messages etc

Bullying is when someone deliberately hurts another or makes them feel unhappy. Bullying behaviour will be repeated and be difficult to defend against. Bullying may be racist, sexist or homophobic. People can be bullied for any reason; because of the way they look, because of their religion, their age, because of a learning or physical disability, where they live, their family or how well they are doing at school for example.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Italia Conti Chislehurst's teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy. Italia Conti Chislehurst is aware of its Statutory Duty. The Principal has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### Implementation

*At Italia Conti Chislehurst:*

The following steps may be taken when dealing with incidents:

If bullying is suspected or reported, the incident will be dealt with

immediately by the member of staff who has been approached

A clear account of the incident will be recorded and given to the Principal,

Darren Tough

The Principal will interview all concerned and will record the incident. Tutors will be kept informed and if it persists the tutor will advise the

Principal

Parents will be kept informed

Punitive measures will be used as appropriate and in consultation with all parties concerned

*Pupils:*

Pupils who have been bullied will be supported by:  
offering an immediate opportunity to discuss the experience with a form

tutor or member of staff of their choice reassuring the pupil

offering continuous support restoring self-esteem and confidence

Pupils who have bullied will be helped by:  
discussing what happened  
discovering why the pupil became involved  
establishing the wrong doing and need to change  
informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken:  
official warnings to cease offending  
exclusion from certain areas of school premises minor fixed-term exclusion

major fixed-term exclusion

permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in subject content areas, as appropriate, in an attempt to eradicate such behaviour.

### **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Last reviewed: September 2021. Next review September 2022