

DUNHURST



ANTI-BULLYING POLICY

PUPILS VERSION

SEPTEMBER 2011

(following consultation with staff, parents and pupils)

Incidents of bullying are recorded in the Welfare Book, Boarding Log Book or Day Book. Individual pupils' files will contain outcome.

DUNHURST ANTI-BULLYING POLICY

Dunhurst School is committed to providing a caring, friendly and safe environment for everyone so we can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school.

Dunhurst will:

- Ensure that every member of the school community feels valued and respected, has positive feelings about Dunhurst, is able to fully concentrate on their work and is free from intimidation.
- Accept and welcome newcomers into our community.
- Be committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.
- Develop a culture in which bullying is not tolerated and is challenged. We recognise that bullying can only thrive in a climate of silence. Our policy will encourage “speaking out”: by those who are bullied (DON’T SUFFER IN SILENCE), by those who witness bullying and by those who hear about incidents of bullying.
- Respond and tackle incidents of bullying.

ADVICE TO PUPILS

Bullying takes place at some point in all schools, but also in adult work places, and it can happen at home. It happens to children and adults.

Bullies only prosper where there is silence and fear.

We aim for Dunhurst to be a “speaking out” school where bullies will not prosper. Their actions will not be tolerated and they will be exposed because people will tell.

We want people to tell us if they are bullied and we want them to tell us if they see bullying taking place. Also, we want everyone to make it known to bullies that they disapprove of their actions.

I. What you can do if you know someone is being bullied

- If you see someone being bullied or in distress, please take action. Watching and doing nothing can suggest that you support the bully.
- Do not tolerate bullies in your circle of friends or social groups.
- You must tell a member of staff. Choose any member of staff that you trust; any teacher will listen. Possibilities are:
 - Tutor
 - Subject teacher
 - SMT – Jane, Alan, Kathy, Kate, Simon
 - Counsellor
 - Matron

- Office staff
- Duty staff
- If you do not, the bullying is bound to continue. Bullies thrive on the fear of others. We can't do anything if we don't know.

2. What to do if you feel you are being bullied

- Tell a member of staff and your parents. To help you do this, you may wish to speak to a peer listener or friend. The school can make it stop.
- If you are nervous of telling a teacher or an adult on your own, ask a friend to go with you.
- Don't fight back. It could make matters worse.
- Trust the help of friends and staff to help make the bullying stop.
- Bullying needs to be confronted for the benefit of the bully as well as to stop the bullying.

3. Everybody needs to remember

- Bullies themselves often have problems and they may be doing the bullying because it makes them feel better about themselves.
- The bully may also be feeling unhappy.
- Some bullies do not realise that they are bullying. They may think that what they are saying is harmless, particularly if it is a joke or a comment that has been said to them at another time.
- However, one unpleasant comment does not necessarily stand in isolation. You may be the fourth person to have been called by 'that name' by someone in an hour. The accumulative effect of name-calling can be devastating.
- People may appear to be fine on the surface but in reality they may be suffering. We do not have the right to put anyone in this situation.
- A sign of maturity is the ability to foresee the consequences of one's words and actions.
- We respect and celebrate difference. If you have problems with this on any occasion, or about a particular person, speak to a teacher of your choice.
- Bullying needs to be stopped or confronted to help the bully as well as the person being bullied.
- If you find it difficult to talk to anyone at school or at home, ring Childline on freephone 0800 1111. This is a confidential helpline.



DUNHURSTIAN RIGHTS AND RESPONSIBILITIES



- ❖ Everyone has the right to be treated with respect and kindness.

This means I will not laugh at, ignore or hurt other people's feelings.

- ❖ Everyone has the right to be a valued individual within the school community.

This means I will accept and respect people for who they are and try to include others in work and play.

- ❖ Everyone has the right to be safe in school.

This means that no one should hit, kick, push, taunt with words or hurt each other.

- ❖ Everyone has a responsibility to respect other people's belongings and take care of their own possessions.

This means that no one should borrow or take other people's belongings without permission.