



THE COOPERS' COMPANY & COBORN SCHOOL

BULLYING POLICY

We define bullying as any repeated behaviour or deliberate actions that hurt or make another person unhappy. This includes all acts of physical, verbal, psychological and emotional aggression. Our aim is to prevent bullying, but if it should occur, to deal with it quickly and effectively and to punish any such act accordingly.

Types of bullying

There are various types of bullying, but most have three things in common:

1. It is deliberately hurtful behaviour.
2. It is repeated over time.
3. There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

Bullying may take various forms, including:

- **Physical:** e.g. kicking, hitting, pushing, intimidating behaviour or interference with personal property
- **Verbal/Psychological:** e.g. threats, taunts, shunning/ostracism, name-calling/verbal abuse or spreading of rumours
- **Racist Bullying:** e.g. physical, verbal, written, on-line or text abuse or ridicule based on differences of race, colour, ethnicity, nationality, culture or language
- **Faith-based Bullying:** e.g. negative stereotyping, name-calling or ridiculing based on religion
- **Sexist Bullying:** e.g. use of sexist language or negative stereotyping based on gender
- **Sexual Bullying:** e.g. unwanted/inappropriate physical contact or sexual innuendo
- **Homophobic Bullying:** e.g. name-calling, innuendo or negative stereotyping based on sexual orientation or use of homophobic language
- **SEN / Disability Bullying:** e.g. name-calling, innuendo, negative stereotyping or excluding from activity based on disability or learning difficulties
- **Gifted/Talented Bullying:** e.g. name-calling ('boffin'), innuendo, ostracism or negative peer pressure based on high levels of ability or effort
- **Cyber Bullying:** e.g. abuse on-line or via text message, interfering with electronic files, setting up or promoting inappropriate websites and inappropriate sharing of images from webcams/mobile phones

Aims:

- To create a school where no student feels inhibited in behaving as he or she would wish for fear of bullying or consequences, including working hard, performing or succeeding in whatever area of life he/she may choose/excel
- To create a safe environment in which children feel able & are encouraged to report any valid incidents to a member of staff, ideally their tutor or Head of Year
- To make students aware of the difference between accidental harm and bullying
- To take each case seriously, deal with it appropriately and sensitively
- To bring persistent offenders and serious cases to the attention of parents
- To work with parents in resolving bullying issues at each stage

Current Procedures:

Incidents of bullying will be dealt with in the following ways:

- Students will be given the opportunity to discuss and explain their actions
- Students will be helped to understand the consequences of their behaviour on others
- An agreement will be reached on the form of action to be taken to rectify the situation. Some form of restorative justice will be at the heart of the solution.
- Appropriate punishment will follow. In extreme situations, exclusion from School will be sought for children who persistently bully others
- All incidents of bullying will be **reported** by the Head of Year to the appropriate Deputy Head, who would deal with extreme cases, but others will be dealt with by Heads of Year or tutors.

Victims:

- The needs of the victim should be recognised at all times
- The victim should be encouraged to report any incidents of bullying to the appropriate adult
- The victim should be encouraged not to retaliate physically
- The victim should be given the appropriate support and skills necessary to deal with these incidents

The perpetrators of the bullying should, in addition to appropriate punishment, also be supported to deal with obvious causal factors.

The following statement appears in the Homework Diary as a reminder to all students:-

“Bullying is repeated behaviour which makes other people feel uncomfortable or threatened, whether this is intended or not. This includes using electronic equipment to undermine, embarrass or be rude to others.

The aim of our anti-bullying policy is to clarify for students and staff that bullying is always unacceptable. We wish to encourage an environment where independence is valued and individuals can flourish and perform without fear. Every student has the right to be safe and happy in school, and to be protected when feeling vulnerable.

It is important that we create an atmosphere in the school where students who are being bullied, or others who know about it, feel that they will be listened to and believed, and that action taken will be swift but sensitive to their concerns.

Not telling protects the bully or bullies, and gives the message that they can continue, perhaps bullying others too.”