

**THIS POLICY HAS BEEN DRAWN UP ON THE BASIS OF CONSULTATION BETWEEN STAFF,
STUDENTS, GOVERNORS AND PARENTS**

BULLYING, IN WHATEVER FORM, WILL NOT BE TOLERATED AT MEDEN.

At Meden we believe bullying is 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)

Parents and students are encouraged to report bullying incidents to teachers or mentors so that appropriate action may be taken.

It is important to be open and honest. Bullies thrive on silence and fear.

In the first instance a student should inform someone they trust, either a member of the trained mentor team or a member of staff (often this will be their tutor) The matter will then be referred to the Progress Leader (Head of Year) if this is deemed necessary.

STUDENTS AND PARENTS CAN BE ASSURED THAT INCIDENTS WILL BE HANDLED DISCREETLY AND SENSITIVELY.

ACTIONS AND SANCTIONS.

- Victims will be offered immediate support.
- In certain situations a meeting will be set between bully and victim so that reconciliation can be sought.
- Bullies will be dealt with according to the seriousness and nature of the incident. There cannot be one standard sanction. Isolation from social groups and free time activities could be one sanction and detention could be another. Depending on the case history of an individual bully, internal or external exclusion may also be a necessary option.
- Parents of both victim and bully will normally be contacted. The Police will also be involved if this action is warranted.
- All incidents will be recorded, logged and filed.

At Meden School we constantly strive to prevent bullying and as part of our PSHCE and tutorial programme students are encouraged to explore the possible causes and impact of this unacceptable behaviour.

BULLYING

ADVICE TO PARENTS

Watch for signs of distress in your children. There could be an unwillingness to attend school, a pattern of headaches or stomach ache, equipment that has gone missing, requests for extra pocket money, damaged clothing or bruising.

Take an active interest in the child's social life. Discuss friendships, how free time is spent and the journey to and from school.

If you think your child is being bullied inform the school and ask for an interview with the Tutor or Progress Leader.

Keep a written record if the bullying persists. It will be painful but it will provide supportive evidence regarding **WHO, WHAT, WHERE** and **WHEN**.

With an appointed member of staff, devise strategies that will help your child and provide her/him the support inside and outside school.