

DISS HIGH SCHOOL

POLICY ON BULLYING

Reviewed Annually

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It would be foolish for any school to declare that it was entirely free of bullies; we do, however, have a clear code of conduct to which reference is made when incidents of bullying come to light. It is set out below.

We at Diss High School expect good behaviour from all our pupils and will not tolerate bullying of any kind. It is our aim to deal positively with both victims and bullies, so that we can create a safe and positive environment for learning. The School encourages a climate of openness where pupils can safely confide in members of staff and other students if they, or their friends, are being bullied.

Everyone has the right to a safe and secure school environment where they will be protected from bullies during the whole of the school day. No one person has the right to bully another. Bullying might take place before or after school, in lessons, during breaks and lunchtimes and on the school buses.

We consider the following types of behaviour to be bullying, all of which are unacceptable:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none">• Racial• Faith-based• Gendered (sexist)• Homophobic/biphobic• Transphobic• Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Statement of What Should Happen to Bullies

Stage 1

The first incident of bullying should be reported to the Head of Year.

- ❖ Discussion of problem with bully.
- ❖ At the Head of Year's discretion – some free time should be removed.
- ❖ Bully warned that parents will be contacted and a permanent warning will be put on file if this type of behaviour occurs again.

Stage 2

If bullying continues, report to the Senior Leadership Team:

Mr Lea (Main School)

Mr Hurley (Sixth Form)

- ❖ A letter will go home to parents.
- ❖ After-school detention.
- ❖ Pupil will report throughout the day to members of staff.
- ❖ A permanent record will be put on file.

Stage 3

If bullying continues, report to Headteacher:

- ❖ Parents will be asked to come up to school.
- ❖ Suspension/Exclusion will be discussed.

Stage 4

If bullying continues:

- ❖ Pupil will be suspended

Serious cases:

Demanding money or possessions with threats.

Deliberate physical harm.

- ❖ Four stages will be gone through very quickly and permanent exclusion will be an option.

**At all times discussion and counselling will be available for both
victims and bullies**