



ISLINGTON ARTS & MEDIA SCHOOL ANTI - BULLYING POLICY

Reviewed Summer Term 2011

Bullying of any kind is not acceptable and will not be tolerated by IAMS.

Definition

Bullying is the use of physical or mental aggression with the intention of hurting another person, which results in pain and distress to the victim. Bullying is usually a campaign over a period of time against a student but it can sometimes be just one incident.

There are different forms that bullying might take:

Physical	Pushing, kicking, hitting, taking property or any use of violence
Verbal	Name-calling, sarcasm, spreading rumours, teasing, making racist, sexist or other hurtful remarks
Emotional	Excluding, tormenting, being deliberately unfriendly, taunts, graffiti
Menacing	Demanding money or possessions or to copy homework, asking other students not to speak out about bullying.
Sexual	Unwanted physical contact or abusive comments

Policy Objectives

- Bullying must be brought out into the open
- The school community should be a 'telling' school
- Victims must not suffer in silence but should be encouraged to talk about what is happening

The people who are bullying need to face up to the consequences of their actions, control their behaviour and to develop respect, tolerance and understanding of other people. They may need help to change their behaviour.

- The students being bullied need help and support.
- The victim also needs strategies to help them deal with bullying.

Implementation

The PPD programme will deal specifically with bullying issues.

Assemblies will also incorporate bullying issues into the programme including strategies to try to deal with bullying.

Students will be able to report bullying on a student report form, which will be widely available and easily 'delivered' without attracting attention.

All student report forms are followed up, recorded, monitored and reviewed. Actions are taken speedily.

System of reporting

1. Student fills in report and gives to Learning Mentor or Tutor.
2. Year coordinator enters information into BROMCOM and establishes facts and background.
3. Appropriate action will be taken.
4. A copy of the incident and the action taken will be kept on the file of the 'bully' and the 'victim'.
5. In all cases of actual bullying, parents of the victim and the bully will be informed and may be asked to come to the school to discuss the incident.

All students and staff should be aware of the system and given regular Insets to raise awareness of the issues.

ACTIONS

The victim

- Bullying is never the fault of the victim.
- 'Telling' is an obligation. It is never 'grassing'. We are creating a 'telling' school.
- Many victims have low self - esteem and lack confidence.
- Victims of bullying are offered a range of support services and strategies.
- Victims are kept informed about actions taken. Parents' involvement is important.
- The victim may be offered a link with an older student mentor. These mentors will be offered training and support.
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- In certain circumstances the victim with a third party may be asked to meet with the bully to make the student aware of the suffering they have caused.
- There is always a follow up of any reported incident. Victims may be asked to keep a diary and to note and report any repeat of the incident.

The Bully

- Islington Arts and Media School will ensure that bullies are aware of the suffering they have caused. The school will offer support to the students involved in bullying behaviour.
- The bully is encouraged to understand the reasons for his / her bullying. Appropriate follow up action may be provided.
- The student involved in bullying behaviour may be linked to a student mentor in order to help the student and to stop the bullying. In certain circumstances there may be a 'no blame' approach which will look at difficulties and address the causes of the bullying behaviour.
- Serious bullying will lead to the consideration of exclusion.
- It is made clear to the bully that any kind of bullying is totally unacceptable and the school will not tolerate it. The bully has to offer a meaningful apology. The parents are always notified. The bully will be monitored over a defined period of time.