



POLICY (Number: Hiii)
ANTI-BULLYING AND HARRASSMENT POLICY

Somerset House has a zero tolerance towards any form of bullying or harassment at School. We are committed to providing a caring, friendly, and safe environment for all our pupils so they learn in a relaxed and secure atmosphere. All children have the right to attend school without fear of being threatened, assaulted, or harassed.

Definition of bullying:

Bullying is defined as deliberate hurtful behaviour intended to cause physical or psychological distress to others, usually repeated over a period. Forms of bullying include:

- Physical – aggressive body language, pushing and shoving, kicking, biting, slapping, physical violence, damage to the personal or allocated property of an individual e.g. his/her locker, unwelcome touching.
- Verbal – name-calling, threats, social banter, hurtful teasing, malicious gossip, racist comments, sarcasm, telephone and cell phone abuse.
- Emotional – exclusion, tormenting e.g. hiding bags or books
- Cyber bullying – posting malicious gossip, posting, or sending digitally altered photographs of someone to others, identity theft or impersonation by breaking into someone's email or social networking account, sending unkind or threatening messages to a child's email or cell phone, sharing someone's information or images online with people whom the information was never intended to be shared, cyber stalking.
- Bullying can include – racial and homophobic bullying and bullying based on disability, ability, gender, appearance, or circumstance.

Harassment includes unwelcome and inappropriate verbal or physical conduct, or coercive behavior, where the behavior is known or reasonably ought to be known to be unwanted.

The School is committed to taking all reasonable steps necessary to prevent all forms of bullying or harassment. Specific strategies to underpin the School's stand on bullying include:

- The School's system of pastoral care and reporting assists staff to deal with bullying incidents once reported.
- The Family Group (buddie) system opens communication between Grades and provides a support outlet for younger children to report to older children if they are being bullied.
- Regular and ongoing discussions about bullying occurs in all Grades.
- Assemblies are used to highlight bullying and discourage it.
- Children are encouraged to tell teachers or adults working at the School about bullying, with the understanding that prompt action will be taken to stop it. This will include:
 - The incident will be dealt with immediately by the member of staff who has been approached
 - A clear and precise account of the incident will be recorded and given to the Head or Deputy Head.
 - The Head or Deputy Head will interview all concerned and will record the incident.
 - Class teachers will be kept informed.
 - Parents will be kept informed
 - Punitive measures will be used as appropriate and in consultation with all parties concerned.
- Pupils who have been bullied will be supported by offering an immediate opportunity to discuss the experience with a class teacher or a member of staff of their choice; reassuring the pupil; offering continuous support; restoring self-esteem and confidence.
- Pupils who have bullied will be helped by discussing what happened; discovering why the pupil became involved; establishing the wrong doing and the need to change; informing parents or guardians to help change the attitude and behaviour of the child.