

Lady Manners School



# Student Friendly Anti Bullying Policy

September 2019

**Remember - Everything will be okay in the end. If it's not okay it's not the end. (Lennon)**

- Students at Lady Manners School want everyone to behave in a friendly and respectful way towards one another with no bullying.
- This includes the use of racist, sexist, discriminating or homophobic language; none of these are acceptable.
- We believe that everyone is equal and should be treated fairly and heard.






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# What is Bullying?

- For something to be bullying it has to have happened Several Times On Purpose (S.T.O.P).
- Bullying is intentional (it is not an accident), repetitive, causes harm and cannot be classed as 'banter'.
- A bully hurts someone, not just physically, on purpose over and over again; it isn't an incident that only happens once.
- Bullying can be done by one person or a group of people.
- You are part of the bullying if you ignore it, watch it, don't try to stop it and let it happen.
- If in doubt, point it out (to an adult).

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## What are the Main Types of Bullying?

<p><b>Physical Bullying</b></p> 	<ul style="list-style-type: none"><li>• Hitting</li><li>• Smacking</li><li>• Kicking</li><li>• Punching</li><li>• <b>Any physical contact that is harmful</b></li></ul>
<p><b>Verbal Bullying</b></p> 	<ul style="list-style-type: none"><li>• Name calling</li><li>• Threats</li><li>• Offensive remarks</li><li>• Insulting someone because of their religion, skin colour, background, appearance or sexual orientation</li><li>• <b>Any hurtful comments</b></li></ul>
<p><b>Indirect Bullying</b></p> 	<ul style="list-style-type: none"><li>• Spreading nasty rumours about someone</li><li>• Gossiping and leaving someone out from social/ friendship groups</li><li>• <b>Stopping someone from having an enjoyable time at school</b></li></ul>
<p><b>Cyber Bullying</b></p> 	<ul style="list-style-type: none"><li>• Sending unkind messages</li><li>• Posting unkind comments</li><li>• Posting/sending unkind images</li><li>• Making unkind phone calls</li><li>• <b>Threatening online behaviour</b></li></ul>
<p><b>Sexual Bullying</b></p> 	<ul style="list-style-type: none"><li>• Using sexual language</li><li>• Sexting</li><li>• Unwanted physical contact/touching</li><li>• Sexual name calling</li><li>• <b>Pressurising someone into an uncomfortable situation</b></li></ul>

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## What to do if you think you are being bullied or you know someone who is being bullied

- Say to the bully, calmly, **“Please stop, I do not like what you are doing/saying.”**
- Tell your friends and a responsible adult you trust.
- The staff at Lady Manners School will always take you seriously and will sort out the problem as soon as possible.
- If you see someone being bullied be a good friend and encourage them to speak up and tell an adult.
- If they are too unsure then you should speak to a trusted adult immediately.
  - Never join in!
  - Never just stand by!
  - Never stay silent!

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# What are the consequences for the bully?

A bully can expect any of the following consequences:

- Apologise sincerely and in person
- Removed from lessons
- Parents will be informed
- Sternly spoken to by a head of year
- Isolation
- Detention
- Behaviour Report
- Exclusion
- Loss of social time
- Withdrawal from school trips
- The incident will be reported to county
- Reported to the senior leadership team
- Loss of popularity and friendships

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We would like to acknowledge and thank the Year 9 students who helped create and write this important document.

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