

# Aims

- ◆ To prevent ALL bullying at The Warwick School
- ◆ To enable everyone involved in The Warwick community to have an understanding of what bullying is and how to respond actively to stop it
- ◆ To support victims of bullying
- ◆ To create a safe 'TELLING' environment
- ◆ To encourage those who bully to change their behaviour
- ◆ To facilitate a safe environment where those involved in a bullying situation can discuss the incident
- ◆ To create a caring, friendly and safe environment for all members of The Warwick School

## CONTACTS

*At The Warwick School Heads of Year investigate ALL reported incidents of bullying. If you are concerned about any incidents of bullying you will need to contact your child's Head of Year for 2017/18:*

Year 7	Miss S Manzoor Mrs B Maddox	mz@warwick.surrey.sch.uk mx@warwick.surrey.sch.uk
Year 8	Mr M Lockhart Miss R Adam	lk@warwick.surrey.sch.uk ad@warwick.surrey.sch.uk
Year 9	Mrs S Davis Mr G Chase	ss@warwick.surrey.sch.uk cs@warwick.surrey.sch.uk
Year 10	Mr D Wren Miss C Glass	wn@warwick.surrey.sch.uk gs@warwick.surrey.sch.uk
Year 11	Ms R Miller Mrs F Lockhart	mi@warwick.surrey.sch.uk ch@warwick.surrey.sch.uk
Pastoral co-ordinator	Mrs R Roy	roy@warwick.surrey.sch.uk
Deputy Head (Pastoral)	Mrs E O'Hara	oh@warwick.surrey.sch.uk

*Anti Bullying co-ordinators are:  
Mrs S Arthur and Mrs R Roy*



The Warwick School

## Anti -Bullying Policy: The 3 Stage Approach

**Headteacher: Mr R Searle**

The Warwick School  
Noke Drive  
Redhill  
Surrey  
RH14AD

Tel: 01737 764356  
Fax: 01737 770007  
E-mail: mail@warwick.surrey.sch.uk  
Website: www.warwick.surrey.sch.uk

# ANTI BULLYING POLICY: EXTRACTED INFORMATION TO SHOW THE 3 STAGE APPROACH

THE FULL POLICY CAN BE VIEWED ON OUR WEBSITE. WITH PRINTED COPIES AVAILABLE UPON REQUEST

## Stage 1

### Stage 1: If Bullying Occurs

In the first instance the school adopts a non-punitive response in the interests of ensuring all students, including bystanders, who come from diverse backgrounds and experiences, are enabled to reflect upon their actions. All parties involved will be interviewed and statements taken. Parents of all concerned will be informed by a member of the pastoral team, usually the Head of Year, that a Stage 1 strategy will be implemented.

At Stage 1 a meeting/meetings between a teacher, usually the Head of Year and/or Tutor, takes place with the bully(ies) and the victim(s) and their peers who can influence the situation. This approach encourages the reporting of incidents by reducing the victims' anxiety about repercussions; it also educates the perpetrators and bystanders by increasing their sensitivity and sense of responsibility for their actions. Those involved are encouraged through these meetings to understand one another's feelings and to identify ways in which they can change their own behaviour and stop the bullying. Students and parents are advised of the consequences of further incidents of bullying i.e. that the student will be moved to Stage 2 intervention where sanctions may be applied.

A range of strategies to support students can emerge from these meetings including referral to prefect mentors, identification of drop in support sessions run by peer mentors, referral to the circle of friends programme, information about school based self-esteem workshops, referral to external agencies and so on. Students and parents are also invited to identify a support strategy.

## Stage 2

### Stage 2: If Bullies Do Not Respond to Stage 1 intervention

In instances where those involved fail to keep to the agreements made at the Stage 1 meetings and the bullying continues, the bullies are considered to be acting defiantly in full knowledge of the effects of their actions upon others. The School will move the student to Stage 2. A sanction for repeated bullying may be applied at Stage 2. This may include a pastoral detention, community service detention, work with prefect mentors and so on. Sanctions will be applied in discussion with parents/carers. The victim of bullying will be offered further support. Additional support for the victim(s) of bullying will be agreed in consultation with parents/carers.

All parties involved will be interviewed and statements taken. Parents of all concerned will be informed by a member of the pastoral team, usually the Head of Year, that a Stage 2 strategy will be implemented.

At Stage 2 the pastoral lead, usually the Head of Year and/or Deputy Headteacher (Pastoral), will hold a formal meeting with parents of all involved to outline the ongoing concerns and request parental support to ensure no further incidents of bullying occur. At this stage, the school will make clear that following a process of education about the impact of bullying behaviour towards another person at Stage 1 and further parental support at Stage 2 any further incidents of bullying will result in an exclusion. Parents will be advised that in cases of serious and/or persistent bullying, permanent exclusion may result, following advice and intervention, if thought appropriate, from external agencies.

## Stage 3

### Stage 3: If bullies do not respond to targeted interventions with parental support

At Stage 3 parents/carers will be advised that a sanction will be applied. In cases of serious and/or persistent bullying, permanent exclusion may result, following advice and intervention, if thought appropriate, from the Behaviour Support Team and a Pastoral Support Programme being put in place. At this stage the Headteacher and the nominated Governor with the responsibility for Anti-bullying (Behaviour) will be informed.

#### Additional support offered includes:

- Peer mentor
- School Counsellor available to students: students can either self refer or be referred by a member of staff, with parental permission.
- 1:1 anti-bullying programme with Support Centre co-ordinator
- Support from Prefect mentors
- Circle of friends

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