

POSITIVE PEER RELATIONS POLICY (Anti-Bullying and Discipline)

All members of Frensham Schools community are committed to ensuring a safe and caring environment which promotes personal growth and positive self-esteem for all. We hope to assist students to build positive peer relations by managing and eliminating unacceptable behaviour in the School.

1. What is unacceptable behaviour?

Unacceptable behaviour is behaviour directed at an individual or group of people that a "reasonable" person would consider to be offensive, belittling or threatening. All forms of bullying are unacceptable. When unacceptable behaviour occurs, there is usually an imbalance of power, and any action which makes the target feel uncomfortable or afraid will not be tolerated.

- It can take a number of forms: physical, verbal, gesture, extortion and exclusion
- It is an abuse of power
- It can be planned and organised or it may be unintentional
- Individuals or groups may be involved

2. Some examples of unacceptable behaviour include:

- any form of physical violence such as hitting or pushing others or threatening to do so
- interfering with another's property by stealing, hiding, damaging, destroying it
- 'borrowing' another's property without permission
- using put-downs, belittling others' abilities and achievements, writing offensive notes, graffiti, email or text messaging – social networking about others
- making rude, degrading or discriminating comments about another's culture, religious or social background or any other personal attribute
- hurtfully excluding others from a group
- making suggestive comments or other forms of sexual abuse or harassment
- forcing others to act against their will
- cyber bullying
- swearing and using offensive language

3. If we are the target of unacceptable behaviour:

- we may feel frightened, unsafe, embarrassed, angry or unfairly treated
- our work, sleep and ability to concentrate may suffer
- our relationships with our family and friends may deteriorate
- we may feel confused and not know what to do about the problem

4. What do we do to manage and eliminate unacceptable behaviour at Frensham Schools?

As a school community we will not allow cases of unacceptable behaviour to go unreported but will speak up, even at risk to ourselves. This takes moral courage – and is a distinctive feature of this school's culture.

a) This requires STAFF to:

- Be role models in word and action at all times.
- Be observant of signs of distress or suspected incidents of unacceptable behaviour.
- Make efforts to remove occasions for unacceptable behaviour by:
 - arriving at class on time and moving promptly between lessons
 - arranging seating plans for students in the classroom
 - arranging groups for group work
- In the boarding house arranging Cubies and bed spaces.
- Take steps to help targets and remove sources of distress without placing target at further risk.
- Report suspected incidents to Senior Staff in a timely manner.

b) This requires STUDENTS to:

- Refuse to be involved in any unacceptable behaviour. If you are present when unacceptable behaviour occurs, if appropriate, take some form of preventative action.
- Report the incident or suspected incident and help break down the code of secrecy. If students who are the targets of unacceptable behaviour have the courage to speak out, they may help to reduce pain for themselves and other potential targets.
- Report concerns about inappropriate behaviour, experienced by themselves or others, to a trusted member of staff.

c) The School recommends that PARENTS:

- Watch for signs of distress or changed patterns of behaviour in your child.
- Advise your child to tell a staff member about the incident. As far as possible, allow her to report and deal with the incident herself. She can gain much respect through taking the initiative and dealing with the problems without parental involvement.
- Inform the School if unacceptable behaviour is suspected.
- Keep a written record (who, what, when, where, why, how).
- Do not encourage your child to retaliate.
- Do not intervene or get personally involved with the person who has behaved in an unacceptable way towards your child.
- Communicate to your child that parental involvement, if necessary, will be appropriate for the situation.
- Be willing to attend interviews at the School if your child is involved in any unacceptable behaviour.
- Be willing to inform the School of any cases of suspected unacceptable behaviour even if your child is not directly affected.