

**Peer on Peer abuse Policy**

**2017**

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| School Staff were consulted on this document and it was accepted by the standards and performance committee on : | **28th March 2017** |
| It was ratified by the Governing Body on : |  |

**SHENFIELD HIGH SCHOOL**

**BEHAVIOUR FOR LEARNING – PEER ON PEER ABUSE POLICY**

**Statement of intent**

Shenfield High School is committed to providing a caring, friendly and safe environment for all of our students, so they can learn in a relaxed and secure atmosphere. Peer on peer abuse of any kind is unacceptable at our school. If peer on peer abuse does occur, all students can talk to someone, secure in the knowledge that incidents will be dealt with promptly and effectively.

**What is peer on peer abuse?**

Peer on peer abuse is the consistent and deliberate actions of a person, or group of people, which are designed to hurt the person at whom they are directed. Peer on peer abuse can take the form of verbal, cyber or physical behaviour and may incorporate one or more of the following:

Emotional: being unfriendly, excluding and tormenting

Physical: pushing, kicking, hitting, punching or the threatening of violence

Racist: racial taunts, graffiti, gestures, comments or jokes

Sexual: unwanted physical contact or sexual comments

Homophobic: gestures, comments, graffiti or jokes focusing on the issue of sexuality

Verbal: name calling, taunting, sarcasm, teasing, spreading rumours

Cyber: the abusive use of any form of social network or electronic communication

Appearance: nasty comments about the way someone looks

Gender: nasty comments, taunts, behaviours towards transgender, and other gender type identities that students may have.

**Why is it important to respond to peer on peer abuse?**

No one deserves to be a victim of peer on peer abuse. Everybody has the right to come to school, feel safe, enjoy their learning and be treated with respect. Schools have a responsibility to respond promptly and effectively to issues of peer on peer abuse.

**Objectives of this Policy**

* As a school we take peer on peer abuse seriously. Students and parents should be assured that they will be supported when peer on peer abuse is reported.
* All students and parents should know what the school policy is on peer on peer abuse, and what to do if peer on peer abuse arises.
* All governors, teaching and non-teaching staff, students and parents should have an understanding of what peer on peer abuse is.
* All governors, teaching and non-teaching staff should know what the school policy is on peer on peer abuse, and follow it when bullying is reported.

**Signs and symptoms**

A student who is a victim of peer on peer abuse, may exhibit behaviours which are unusual. This could be seen in terms of their motivation to come to school; they may want to be escorted to or from school or could start truanting. It may become apparent through their property being damaged, an unwillingness to eat at school or they may want to bring extra money to school to pay the bullies. A victim of peer on peer abuse could become solitary or show traits of anxiety, have difficulty in getting to sleep, be frightened to talk or start stammering.

These indicators could suggest other problems but peer on peer abuse should be considered a possibility and should be investigated.

**Procedures**

1. All peer on peer incidents should be reported and recorded on an incident report form, by the students concerned, to any member of staff.
2. All peer on peer allegations and/or threats of peer on peer abuse will be promptly investigated by the most appropriate member of the Pastoral Team.
3. All proven cases of peer on peer abuse will be recorded and kept on the files of both the bully and the victim and parents of both will be notified. This will then be recorded centrally via the Pastoral Secretary.
4. All proven incidents will result in sanctions for the perpetrator, together with appropriate support and/or counselling for both the victim and the perpetrator.
5. Via guidance, monitoring and support, an attempt will be made to help the perpetrator/s modify their behaviour. Parents may be asked into school to discuss the school’s concerns and help work together towards a more positive way forward.
6. If necessary, in extreme or persistent cases, the police will be informed.

**Outcomes**

1. Wherever possible, the students will be reconciled and, if appropriate, restorative approaches used.
2. The perpetrator will be asked to apologise and make assurances regarding future behaviour.
3. All proven incidents of peer on peer abuse will result in some form of sanction for the perpetrator. (Dependant on each specific incident, this may range from a warning or detention to the possibility of exclusion). All parties involved will be made aware of the sanction taken, which will vary depending on the severity of the incident and the perpetrator’s previous history.
4. In serious cases, suspension or even Permanent Exclusion will be considered. If necessary and appropriate, the police will be involved.
5. After the incident/incidents have been investigated and dealt with, the students in each case will be monitored to help ensure repeated peer on peer abuse does not take place.
6. Once peer on peer abuse has been proven and resolved, all parties will be made aware that communication, preferably with a specifically named member of staff is vital to help avoid repetition, retaliation or further incidents, including those involving “third parties”.