POLICY FOR ANTI-BULLYING

This policy conforms with the requirements of The Education (Independent School Standards) Regulations 2014, in particular paragraph 10. It applies to all pupils, including those in the EYFS.

It has regard to the following DfE guidance:
Preventing and Tackling Bullying: Advice for headteachers, staff and governing bodies" (July 2017)
Cyberbullying: Advice for headteachers and school staff (2014).
Behaviour and Discipline in Schools (2016)
Statutory Framework for the EYFS (2017)
Keeping Children Safe in Education (September 2018)
It also pays due regard to the terms of the Equality Act 2010 and guidance provided by the Equality and Human Rights Commission as to its implementation in school.

This policy should also be read in conjunction with the school's Behaviour Policy, Safeguarding Policy, Equal Opportunities Policy, and Computing ad e-Safety Policy.

Definition of bullying
'Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.'

extract from the non-statutory advice: "Preventing and Tackling Bullying, Advice for headteachers, staff and governing bodies, 2017"

School Aims
   a) To promote a culture of good behaviour and respect for others
   b) To have a range of preventative measures to minimise bullying behaviour
   c) To promote a shared understanding of what is meant by bullying, including online bullying
   d) To work with the children in a variety of ways to reduce bullying and to equip children with the skills and confidence to respond appropriately should it arise
   e) That the children understand the part they can play to prevent bullying, including when they find themselves as bystanders
   f) To create an ethos where children feel safe to report bullying, including bullying which occurs outside school
   g) To communicate to all members of the school community the school's response to bullying
   h) To keep detailed records of any incidents so patterns may be identified
   i) To have a clear sanctions procedure
   j) To train staff so they can recognise different sorts of bullying and can respond appropriately

Introduction

Bullying affects everyone, not just the perpetrators and the victims. It also affects those children who watch, and other pupils may also be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. However, no one person or group, whether staff or pupil, should be subjected to this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the School.

The School believes that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied. The school also recognises that some children are more likely to be a target of bullying and are more vulnerable e.g, children with special educational needs or disabilities. All institutions, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If a school is well disciplined, organised and has effective procedures should bullying arise it can minimise its occurrence. The School also has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of anti-social behaviour: that it is WRONG and will not be tolerated. The School promotes this belief, so pupils, staff and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

Forms of bullying?

Bullying can occur through several types of anti-social behaviour. It can be:-

   a) *Physical*
      A child can be physically punched, kicked, hit, spat at, etc.
   b) *Verbal*
      Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.
   c) *Emotional*
      A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.
   d) *Damage to property or theft*
      Pupils may have their property hidden, damaged or stolen. Physical threats may be used by the bully in order that the pupils hand over property to them.
   e) *Cyber Bullying*
      A child can be bullied through emails, instant messaging, text or digital imaging messages sent on mobile phones, social networking sites, web pages, blogs, chat rooms or discussion groups and other cyber technologies.
   f) Directed to those children with special needs focusing on specific learning difficulties or other perceived learning difficulties and/or disabilities
   g) Focused on pupils who are adopted or are carers
   h) Focused on race, religion or cultural background
   i) Homophobic - focusing on the issue of gender or sexual orientation
   j) Sexual through unwanted physical contact or sexually abusive comments

Bullying can cause severe psychological damage and even lead to suicide. Although bullying is not a criminal offence, there are criminal laws which apply to harassment, threatening behaviour and online behaviour.

Prevention of Bullying
What the School does:-
   • Organises the community in order to minimise opportunities for bullying, e.g. provides increased supervision at problem times.
   • Uses any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE programme, class circle time, assemblies and in RE lessons.
   • Uses educational opportunities such as PSHE, assemblies, projects, drama, stories, literature, with discussion of differences between people and the importance of avoiding prejudice-based language;
   • Deals quickly, firmly and fairly with any complaints, involving parents where necessary.

- Reviews the School Policy and its degree of success. Ensures members of staff's awareness of bullying is raised through training and discussion during staff meetings etc.
- The School Staff utilise a firm but fair discipline structure. The rules are few, simple and easy to understand.
- Does not use teaching materials or equipment which gives a bad or negative view of any group because of their ethnic origin, sex, etc.
- Ensures teachers keep a record of any incidents of bullying to enable patterns to be identified. Teachers should inform the Head of these incidences.
- Incidences of bullying are recorded on the pupil incident form (found in the Staff Handbook) and these must then be shown to the Head. The forms are kept in the Pupil Behaviour folder in the Head's Office
- The DSL keeps the Head updated on any incidences of bullying and action taken and these discussions are minuted.

Action to be taken when bullying is suspected
If bullying is suspected we (form teacher / member of SLT) talk to the suspected victim, the alleged bully and any witnesses. If any degree of bullying is identified, the following action will be taken:-

Help, support and counselling will be given as is appropriate to both the victims and the alleged bullies.

We support the victims in the following ways:
- by offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose.
- informing the victims' parents/guardians.
- by offering continuing support when they feel they need it.
- by taking one or more of the disciplinary steps described below to prevent more bullying.

We also discipline, yet try to help the bullies in the following ways:
- by talking about what happened, to discover why they became involved.
- informing the bullies' parents/guardians.
- by continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- by taking one or more of the disciplinary steps described below to prevent more bullying.

What sanctions will be used?
- The 'No blame' approach will be used, which is where all sides are listened to in order to establish the facts; however, the person may lose certain privileges depending on the severity, type and the length of the bullying. These may include blocked access to the Internet at school, detention, or even suspension or exclusion, which will be at the discretion of the Head. Access to technology should be seen as a privilege not a right and the abuse of these privileges brings consequences.

Disciplinary Steps
1. They will be warned officially to stop offending.
2. Informing the bullies' parents/guardians.
3. They may be placed on report and/or have privileges withdrawn.
4. They may be moved to another seat or transferred to another class. A pupil may work in another classroom away from the usual group for a cooling off period.
5. They may be given an after school detention with parental approval.
6. They may be withdrawn from participating in practical work for a period of time as appropriate to safeguard the welfare of the majority of pupils.
7. A contract may be agreed which includes the staged accrual of privileges. The contract should be written in such a way that it focuses on specific behavioural problems and offers accrued benefits for achieving the stated goals.
8. If they do not stop bullying they will be suspended for a minor fixed period (1 or 2 days).
9. If they then carry on they will be recommended for suspension for a fixed period (up to five days) or an indefinite period.
10. If they will not end such behaviour, they will be recommended for permanent exclusion (expulsion).

11. Should a pupil be found to be accessing website(s) connected with radicalisation, we would contact Bi-borough PREVENT (See Safeguarding policy)
12. Unlawful use of technology will result in the school contacting the police.

Cyber Bullying
Cyber bullying is the use of technology, particularly mobile phones and the internet, deliberately to upset someone else. It can occur in or outside the school. Some cyber bullying activities could be criminal offences under a range of different laws, including the Protection from Harassment Act 1997, and the Malicious Communications Act 1988.

The school recognises that cyber bullying can differ from other types of bullying. This includes:-
   a) the person being bullied may not always know who is bullying them
   b) the perpetrator may be difficult to identify
   c) it can be difficult for the child to escape due to the anytime and anywhere nature of cyber bullying
   d) some pupils may not be aware that what they are doing is bullying
   e) online bullying is often more evident as there is evidence of its occurrence

Prevention of Cyberbullying
Pupils will often have access to technologies that have both positive and negative potential. The school has a range of policies and procedures in place listed below, which are clearly understood and respected by staff, pupils and the wider school community.

These include:
   a) Clearly defined roles and responsibilities for online safety as part of the schools wider safeguarding strategy. Also see the Cameron House Safeguarding Policy

   b) Clear guidance on the use of technology in the classroom and beyond **for all users, including staff, pupils and visitors** that references permissions/restrictions and agreed sanctions, as referenced in the Staff Handbook and Parent Handbook;

   c) The school's technical provision/infrastructure and the safeguards in place to filter and monitor inappropriate content and alert the school to safeguarding issues. We use the Surf Protect filtering system which blocks sites that fall into categories such as pornography, race hatred, gaming, sites of an illegal nature, etc. All changes to the filtering policy is logged and only available to staff with the approved 'web filtering management' status; Ensures network is healthy through use of Symantec anti-virus software etc. and network set-up so staff and pupils cannot download executable files; Blocks all Chat rooms and social networking sites except those that are part of an educational network or approved Learning Platform; Surf Protect blocks pupil access to music download or shopping sites – except those approved for educational purposes at a regional or national level, such as Audio Network; Is vigilant in its supervision of pupils' use at all times, as far as is reasonable, and uses common-sense strategies in learning resource areas where older pupils have more flexible access; Ensures all children/parents have signed an acceptable use agreement form and understands that they must report any concerns;
   d) Cameron House builds resilience in its pupils to protect themselves and their peers through education and information through lessons such as Computing and PSHE

   e) Professional development for staff includes online safety (further details can be found in the Safeguarding Policy)

   f) Reporting mechanisms available **for all users** to report issues and concerns to the school and how they are managed and/or escalated;

   g) How the school informs, communicates with and educates parents/carers in online safety (see also the Computing and e-Safety Policies);

   h) The management of personal data in line with statutory requirements (see details in the Safeguarding Policy and Data Protection Policy).

How can cyber bullying be reported?
- The children are encouraged to talk to someone they can trust, a parent or any member of staff.
- Suzanne Haigh is the Designated Safeguarding Lead and Annie Worlledge Deputy Designated Safeguarding Lead and EYFS Designated Safeguarding Lead and any concerns can also be reported to them.

Safeguarding Children

Where there is 'reasonable cause to believe that a child is suffering or likely to suffer significant harm' a bullying incident will be addressed as a child protection concern and the case will be reported to Children's Services. The school will work with the local authority to take appropriate action.

The school may also draw on other external services to support pupils who experience bullying or to tackle any underlying issues which have contributed to a child engaging in bullying.

How parents can help:
- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the School IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the School policy concerning bullying, and that they must not be afraid to ask for help.
- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- Encourage pupils to treat everyone with respect.
- We will treat bullying as a serious offence and take every possible action to eradicate it from our School.
- In school the children are given the following advice and it is helpful if parents reinforce the same messages at home:-

a) <u>**Remember that your silence is the bully's greatest weapon!**</u>
b) Tell yourself that you do not deserve to be bullied, and that it is WRONG!
c) Be proud of who you are. It is good to be individual.
d) Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
e) Stay with a group of friends/people. There is safety in numbers.
f) Be assertive - shout "No!" Walk confidently away. Go straight to a teacher or member of staff.
g) Fighting back will make things worse. If you decide to fight back, talk to a teacher or parent/guardian first.
h) Generally it is best to tell an adult you trust straight away. You will get immediate support. You can speak to your Class Teacher or any member of staff at school.
i) Teachers will take you seriously and will deal with bullies in a way, which will end the bullying and will not make things worse for you
j) Do not be a bystander – if you know bullying is happening – report it

<u>**Policy Reviewed:**</u> **September 2018 by Dina Mallett**
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