

Anti-Bullying Policy

Rationale

It is the aim of the school to develop a climate of trust and openness and to make the unacceptable nature of bullying and consequences clear to all staff, parents and pupils. Pupils are encouraged to understand their rights and responsibilities as members of the community and we aim to create and maintain a warm, friendly and safe environment in which pupils can learn.

Bullying of any kind is unacceptable within school but should it occur all pupils must be able to report incidents and feel confident that the matter will be dealt with promptly and efficiently. Anyone who is aware of bullying is expected to tell a member of staff and all staff are expected to be vigilant.

This policy has been updated with reference to the DCSF Guidance – September 2007, ‘Embedding Anti-Bullying Work in Schools’ (dcsf.gov.co.uk) and DfE Guidance October 2014: Preventing and Tackling Bullying.

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, such as theft, name calling, so called banter and spreading rumours (peer on peer abuse) or cyber-bullying (see below), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, culture, gender, sex, culture, homophobia, SEN, disability or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Bullying may occur directly or through cyber technology.

Bullying is a serious threat to the well being of pupils; it may cause physical or emotional damage which may cause psychological damage and may even lead to suicide. Bullying itself is not a criminal offence but features of it such as harassment and threatening behaviour may be viewed as criminal offences.

Peer on Peer Abuse

Staff should also recognise that children are capable of abusing their peers and that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but is not limited to: bullying (including cyber bullying), gender based violence/sexual assaults, and sexting.

Peer on peer abuse should be recognised as such and never be tolerated or passed off as ‘banter’ or ‘part of growing up’. Pupils are taught to recognise such behaviours as abuse as part of the School’s approach to safeguarding education. Any allegation of such abuse will be promptly and thoroughly investigated, and treated according to its gravity, which may include referral to CASS or the police. Victims will be supported within the pastoral care structure, taking account of their views and feelings, and support may include counselling where appropriate.

Staff should recognise that those pupils that are deemed to be “different” (such as those with Special educational needs and disabilities and transgender children) may be more at risk of peer on peer abuse.

Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day and has a potentially bigger audience.

Cyber-bullying includes:

- Inappropriate Text messaging
- Mobile phone photography usually with images sent to other people, including filming and sharing of physical attacks. Any filming or photography on any form of mobile device.
- Phone call bullying, involving the use of silent calls or abusive messages
- Bullying using email or via chat apps to send abusive or threatening messages
- Chat group bullying sending menacing or upsetting responses to children via chat apps
- Online bullying including the use of defamatory blogs, personal websites and social media
- Sexting- the sending and receiving of explicit material with or without consent. Having or sending explicit material on digital devices is a criminal offence for those under 18.

Aims of Anti-bullying Strategies.

- To prevent, de-escalate and/or stop any continuation of harmful behaviour
- To react to bullying incidents in a reasonable, proportionate, age appropriate and consistent way
- To safeguard the pupil who has experienced bullying and to provide support for both the victim and the bully
- To apply disciplinary sanctions to the pupil(s) causing bullying and to ensure they learn from their mistakes.

The School adopts a 2 stage approach to dealing with bullying:

Stage 1: Preventative Measures

The first stage is to carry out preventative measures designed to discourage bullying which include:-

- Providing supervision of pupils at break and lunchtimes with the support of Pupil Mentors, who have received training from the Deputy Head Pastoral.
- Providing a wide range of extra curricular activities to encourage pupils to mix with each other and to enjoy purposeful activity.
- In Senior School providing support from Year Heads in the form of pastoral clinics that run during the lunch hour, so that minor incidents can be dealt with swiftly.
- Sixth form support group that runs every Friday in the pastoral office so that pupils can seek advice from mentors about how to resolve work and friendship issues.
- PSHEE, assemblies, literature and projects all provide forums where bullying can be discussed as part of the school's education programme.
- Pupils are familiarised with the School's Anti-bullying Policy and are reminded of it at the start of each academic year and it is displayed in all form rooms.
- Encouraging pupils to understand their responsibility to report incidents of bullying to staff.
- Offering help and support to all pupils through Form Mentors, Form Tutors, Heads of Year, Nurses, Deputy Head Pastoral and any member of staff of choice.
- The School Council provides a forum for matters of concern to be raised.
- All subjects encourage tolerance and respect for others and the school seeks to raise self-esteem by celebrating achievements of all kinds.
- All staff are made aware of the school's policy and procedures for dealing with bullying incidents.
- All new staff are advised on how to deal with bullying incidents as part of their induction programme.

Cyber-Bullying

- All pupils and parents sign an internet usage policy on arrival at EHS.
- Safe use of the internet is taught as part of the ICT curriculum.
- The school uses eSafe as a tool to monitor all pupil and staff usage of the internet and school network. Any breaches of the school code are reported to the Head of Prep and Pastoral Deputy for pupils and the Headmistress or staff.
- The School blocks any sites thought to be harmful to our pupils.
- The school has an Interactive Network Policy which is sent to all parents.
- Only Sixth formers may carry mobile phones in school, all other pupils must keep mobile phones in their locker during the school day.
- Mobile phones may be confiscated by staff should they have any suspicion of misuse.
- The Acceptable Use Policy for iPads is signed by parents and pupils and iPads are checked on a regular basis for inappropriate content.
- The school has introduced Digital Leaders into the Senior School.

- Parents are offered a regular information on Cyber Bullying and Use of the Internet via information evenings, email and Friday Headlines.

Stage 2: If Bullying occurs

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff involved and/or a member of the Pastoral Team.
- It will be documented and categorised on the “My Concern” system so that all DSLs are alerted to the situation.
- A thorough investigation will be conducted and a clear account of this will be recorded and reported to the Deputy Head (Pastoral) or Head of the Preparatory School.
- Each case will be dealt with individually and in a way that is suitable for both victim and bully.
- Parents will be informed if their child is either found to be guilty of bullying or a victim of bullying, appropriate sanctions and support will be put in place.
- The Headmistress is always informed of matters involving bullying.
- The victim and the bully will be monitored in order that on-going support can be provided if necessary.
- Staff are alert to the potential risk of radicalisation, either between pupils or staff and pupils.
- A bullying incident will be treated as a Child Protection concern if there is reasonable cause to believe that the child is suffering or likely to suffer significant harm.

In the case of Cyber-Bullying:

- The school maintains the right to confiscate a mobile device with the reasonable suspicion that it contains bullying texts or photographs.
- In the case of abusive material the usual bullying procedure will be followed.
- In the case of inappropriate images/content, the appropriate Designated Safeguarding Lead will be informed and the image kept on the phone until parents have been informed and advice sought from the local police liaison officer or the LCSB.
- If the image has been distributed outside of school, all contacts and website/social networking sites should be asked to remove the image by the individual concerned.
- Cyber bullying incidents which start outside of school but which have repercussions in school are dealt with as a school matter.

Appropriate sanctions will be applied to the bully. Sanctions for bullying are intended to hold pupils who bully to account for their behaviour and to ensure that they face up to the harm they have caused and learn from it. They also provide an opportunity for the pupil to put right the harm they have caused. These will vary according to the severity of the event. However they may include:

- Official warnings to cease offending.
- Detention.
- Exclusion from certain areas of the school, e.g. they may be required to spend lunchtimes within a designated, supervised room.
- Minor fixed-term suspension.
- Major fixed-term suspension.
- Permanent exclusion.

When sanctions have been given the pupil concerned will be offered follow up guidance and support.

Guidelines for Staff

- All bullying incidents and remedial action must be centrally logged on My Concern by any member of staff including Heads of Year, the Deputy Head (Pastoral) or Head of the Preparatory School.
- When bullying is reported, a 'no blame' approach must be adopted by the investigating member of staff until facts are fully established.
- A record of interviews by relevant staff must be updated to the specific concern on My Concern so that the DSL can get an overview of the information gathered.
- Sanctions will be applied as necessary by the Deputy Head (Pastoral) in consultation with the Headmistress in Senior School or Head of the Preparatory School.
- Support will be arranged for victim and bully. This will be set up and monitored by the Form Tutor and Head of Year in consultation with the Deputy Head (Pastoral) or Head of the Preparatory School.
- Parents of the victim and bully are informed about incidents of bullying.

Monitoring

The Anti-Bullying Policy and the Bullying log (from September 2018 all bullying concerns are logged on My Concern. The enables us to create reports that will later be presented to the pastoral team for analysis) is reviewed on an annual basis by Year Heads, the Deputy Head (Pastoral), the Head of the Preparatory School, the Headmistress and Governors to assess its implementation and effectiveness, and to look for trends or patterns of bullying as appropriate.

Training

All new staff receive training in the school's approach to bullying via the Pastoral Session in the new Staff Induction Programme. All staff are kept aware of changes to the policy through Inset training at staff meetings.

Talks for parents on Pastoral Issues are arranged annually.

Other linked policies:

- Anti-Bullying – Staff
- Behaviour Policy
- Data Protection Policy - Pupils
- Disability Policy
- Equal Opportunities Policy
- e-Safety Policy
- Exclusion Policy
- Interactive Network Policy
- Safeguarding Policy
- School Network Policy – Pupils
- Taking and Storing Images of Pupils
- The Prevent Policy

Approved by Council: _____

Date:
