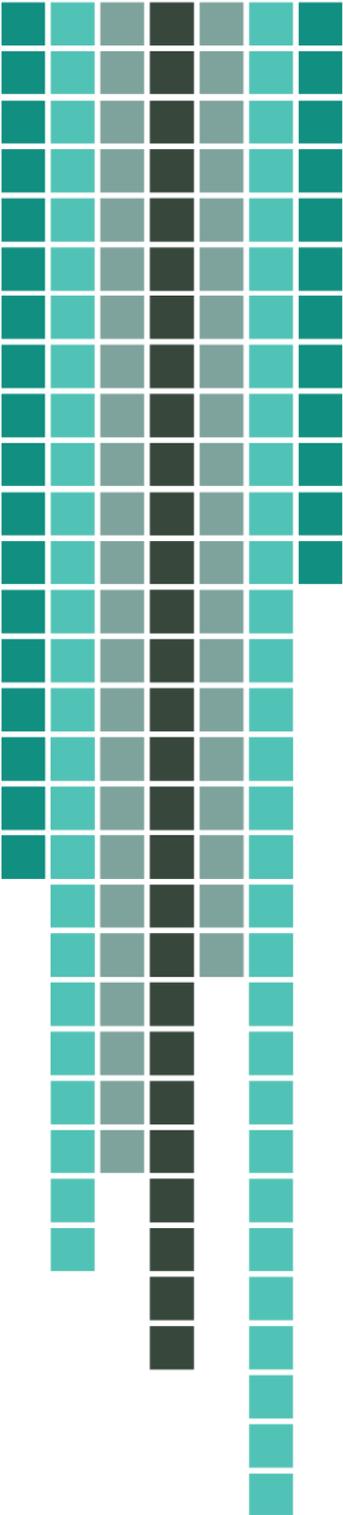




# Eggar's School

## Anti-Bullying Policy



Reviewer	Martyn Reah
Date approved	June 2021
Next review date	June 2024

## INTRODUCTION

Schools have a duty of care for students and staff alike and, at Eggar's, we strive to create a safe and happy environment, believing that all bullying is unacceptable, whether at home, school, work, in the local community or through social networking. We believe that school should provide a safe, caring and happy place for young people to learn and for adults to work. If this is achieved, the school will be able to develop teaching and learning, whilst fostering an attitude of responsible behaviour at all times to promote safety, both on the premises and out of school hours.

The policy's primary objective is to ensure that members of the school community are clear about their roles and responsibilities and how to manage a bullying incident if it occurs. However, bullying is not confined to school and this policy aims to make students aware of what action they can take both now and in their adult lives, whether as victims of bullying or as bystanders.

## CONTEXT

The new policy draws on Department for Education guidance on dealing with bullying, particularly 'Preventing and Tackling Bullying – Advice for Head Teachers, Staff and Governing Bodies' 2012. This policy should be read in conjunction with the Behaviour Policy which is available on the school website and can be requested from the school office.

## ROLES AND RESPONSIBILITIES

The Governing Body will review this policy every three years which the Head Teacher must consider, in determining measures to promote good behaviour and discipline.

The Governing Body may also bring to the Head Teacher's attention such further measures as considered necessary, and offer guidance, as they consider appropriate, to promote safeguarding and the welfare of students.

**The Head Teacher and senior staff** have overall responsibility for the policy and its implementation. Cases will be managed according to the circumstances and will be recorded and analysed to see whether patterns emerge from the nature of the bullying or the identity of the perpetrators.

**The Governing Body, Head Teacher and Staff** will ensure that the policy is implemented equally in all cases, without regard to ethnic origin, cultural differences, gender, disability or sexuality issues. They will ensure that students are listened to and that their concerns are appropriately addressed.

**All staff (teachers, support staff and volunteers)** share responsibility for ensuring that the policy and procedures are followed, and consistently and fairly applied. Mutual support amongst all staff is essential for creating a high quality and safe learning environment promoting good behaviour and implementing the agreed policy and procedures consistently.

**Parents and carers** will be encouraged to work in partnership with the school in order that high standards of behaviour are maintained both in and out of school, and that students respect both similarities and differences between themselves and other members of the school and the wider community.

**Students** will be expected to take responsibility for their own behaviour and will be made fully aware of the school's anti-bullying policy, the procedures arising from cases of bullying and the rationale behind them. All students have a collective responsibility to ensure that they are considerate towards one another and respectful of each other's differences.

If parents or carers have ongoing concerns about bullying, advice on the Governors' Complaints Policy can be found on the school's website, or in print from the school office.

## DEFINITION OF BULLYING

**Bullying behaviour** can be defined as an action, or series of repeated actions, causing harm to people or relationships. This behaviour could be intentional or unintentional and may be ongoing. The definition equally encompasses physical or non-physical actions and, therefore, the harm could be physical, emotional, or both.

A paper for the Office of the Children's Commissioner (2006) outlined four key characteristics:

- Repetitive and persistent.
- Intentionally harmful.
- Involving an imbalance of power.
- Causing feelings of distress, fear, loneliness or lack of confidence.

A research review for the NSPCC produced a useful definition for the five essential components of bullying:

- There is an intention to harm e.g., a person teasing another with the intention of deliberately upsetting them.
- There is a harmful outcome: a person or persons are hurt emotionally or physically.
- The act can be direct or indirect e.g., it could involve direct aggression such as kicking someone or it could be an indirect act such as spreading rumours via Facebook.
- There is usually repetition from the perpetrator. However, for vulnerable students in the school community, who may experience bullying, the repetition may be the repeat of the act by several individuals or groups of people.
- There is unequal power. A person or several persons who are (perceived as) more powerful due to, for example, their age or physical strength or size will abuse their power by bullying.

Bullying behaviour can be direct or indirect, simple or complex.

### **Direct bullying:**

includes physical threats, verbal insults or taunts and directly contacting a person with obscene or insulting messages by using, for example, a mobile phone.

### **Indirect bullying:**

includes persistently ignoring a pupil so he or she feels socially isolated, spreading malicious rumours, or insults, often via social network sites on the Internet, or writing, which may include, offensive graffiti.

### **Cyber-bullying:**

uses technology to harm a person, group of people or a relationship and can happen both inside and outside of school and at any time of the day or night.

Bullying differs from 'friendship fall-out', or other aggressive behaviour:

- "If two children or young people of about the same strength have the odd fight or quarrel it is not bullying." (Olweus 1989, 1993, 1999)

### **Where there is bullying:**

- There is normally a power imbalance so that the victim does not feel able to defend him/herself.
- It is usually persistent but could be an isolated incident.
- It might relate to racism, homophobia, sexism, ageism.
- It might relate to a disability or a special educational need (DSEN). In these examples, victims may not be aware of being bullied.
- There is normally an intention to cause harm, although there may be instances when there is a lack of awareness that the actions are harmful. All bullying issues, whatever their nature, will

be treated with equal importance and the response will be based upon the guidelines in the policy.

## SIGNS AND SYMPTOMS

A victim may indicate by **signs** or behaviour that he or she is being bullied. These may include:

- Reluctance to attend school.
- Unwillingness to travel on the school bus/public transport.
- Truancy from specific lessons.
- Damage to clothing or possessions.
- 'Losing' more items than usual.
- Unexplained bruises/swellings.
- Deterioration of school work/academic performance.
- Being afraid to use the Internet.
- Becoming jittery about receiving text messages.
- Unkempt uniform.
- Bullying towards siblings.
- Taking money without permission.

**Symptoms** may include:

- Loss of appetite.
- Headaches.
- Stomach aches.
- Stammering.
- Sudden changes in behaviour.
- Lack of confidence.
- Signs of depression.
- Nervous/edginess.
- Difficulty in concentration.
- Lack of motivation to complete work.

These are examples but this list is not exhaustive.

## REPORTING BULLYING

Students are encouraged to report all forms of bullying, including e-bullying whether carried out by another pupil or by an adult. The hope is that by reporting the problem in the first instance, this will become the first step in empowering the victim to overcome the bullying through the defined stages that will then be put into action. Whenever a pupil experiences bullying, it should be reported, whether by the victim, friends of the victim, bystanders or via parents, who would contact the school. Information can be reported to a member of staff, a tutor, a Progress Leader or a member of the Leadership Team. All staff should first immediately secure the safety of the young person before following the school's procedures.

When a problem occurs outside of school and immediate advice or support is required, Childline, for example, would provide an alternative, particularly if a child did not feel comfortable discussing the matter with a parent, family member or carer. The school would hope that the child would feel able to discuss the matter with a member of staff upon their return to school.

**Teaching and support staff, who feel that they are being bullied** in the workplace, either by a staff member or by a pupil, can report their concern to their line manager or Headteacher. If such

managers are involved, staff may contact the Chair of the Governing Body or Area Education Officer.

## RESPONDING TO BULLYING

At Eggar's we adopt a three-stage approach to dealing with bullying:

### Stage 1: Creating a safe learning environment and anti-bullying culture

The first stage is ongoing, and involves measures designed to encourage students to behave positively towards one another, thereby discouraging bullying.

These measures include:

- signing an Anti-Bullying statement at the transition stage
- School Council designing an Anti-Bullying Charter and ensuring that all tutor groups are able to review the charter before a final copy is distributed.
- pupil supervision at non-lesson times
- providing safe places for vulnerable students to go at break times and lunchtimes e.g., Inclusion room.
- supervision of corridors between lessons
- opportunities for students to discuss bullying issues such as in Whole School tutor Period or a PDL lesson
- Circle Time
- Assemblies
- PPD lessons

### Stage 2: If bullying occurs: The Restorative Approach

This approach encourages the reporting of incidents by reducing the victim's anxieties about repercussions and educates the perpetrators, by increasing their understanding of the difficulties caused by bullying and encouraging perpetrators to take responsibility for their actions.

It may be appropriate to monitor the situation in the first instance and work closely with parents and the victim to discuss if any action should be taken. It may be appropriate to hold a Restorative Justice meeting with all those involved. This might mean asking students, staff and parents to share their views within a meeting with a facilitator who would ensure that all participants were able to say how they had been affected by the bullying behaviour and what needed to change. As a way forward, if thought appropriate and agreed upon, a contract would be written between the students.

There would then be a series of meetings to ensure that the contract was working and that problems had not re-emerged.

### Stage 3: If those involved in bullying do not respond to the Restorative Approach

If those involved do not keep to the agreements made at Restorative Justice Meetings, or repeat bullying behaviour towards other individuals, the matter will be treated as defiance. The school would then use a range of sanctions, including loss of break time/lunchtime, after school detentions, internal exclusion or in extreme cases, fixed term or permanent exclusion.

Based upon legislation in the Children Act (1989), in serious cases, it may also be appropriate to consider the bullying as a child protection concern if 'there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school must report their concerns to the Local Authority's safeguarding services and may draw on external professionals to support the victim or to tackle issues which have contributed to a child becoming a perpetrator of bullying.

As a last resort, the school may report a bullying issue to the police; particularly if staff feel that the nature of the bullying contravenes the law and other measures have been unsuccessful in preventing its recurrence.

#### Recording bullying and evaluating the policy

When bullying of a pupil has been reported, statements will be taken from all relevant parties and stored on file. This information will be stored on the School Information Management system (SIMS) and the e-bullying log as well as other communication with students and parents such as a meeting or telephone call.

The measures taken and sanctions imposed will be recorded and used to inform pastoral staff of trends, or to indicate which measures are most successful in ensuring that further bullying is prevented.

This anti-bullying policy will be reviewed and updated every two years.

## MAKING A PARENTAL COMPLAINT

If a parent is not satisfied with the way a bullying issue has been addressed, the appropriate Progress Leader should be contacted to discuss the matter.

However, if the appropriate Progress Leader has already become involved, but the parent is still dissatisfied, then the Head Teacher, should be contacted.

## STRATEGIES FOR PREVENTING BULLYING

- PPD Lessons
- Parent Information Sessions e.g. E Safety
- Anti-Bullying Week in November
- Surveys to evaluate the current climate of the school
- Restorative Justice training
- Peer Mentor Scheme
- Circle of Friends

## LINKS WITH OTHER POLICIES

- Behaviour Policy
- Acceptable Use policy – Internet Safety
- The Eggar's School Complaints Policy
- E Safety Policy

## REFERENCE DOCUMENTS

'Preventing and tackling bullying – Advice for head teachers, staff and governing bodies' Department for Education 2017

'Reducing bullying amongst the worst affected' Department for Education 2012

'Prevalence and incidence in the study of antisocial behaviour: definitions and measurements'

Olweus, D. In: Klein, M. W. 'Cross-national research in self-reported crime and delinquency' (1989)

'Bullying involving Children with Special Educational Needs and Disabilities' DCSF 00419-2008 (2008)

# BEAT THE BULLY LADDER

## STEP ONE

Try to ignore the bullying behaviour (remember bullying is name calling or physical bullying repeated over time, behaviour that makes you feel uncomfortable) Talk to other children.

## STEP TWO

No-one needs to put up with bullying so, if ignoring the behaviour has not worked, the next step is to try and discuss your concerns with the person who is making you feel uncomfortable (you do not need to do this on your own).

## STEP THREE

If the bullying continues after steps 1 and 2 then you must tell someone – ask a friend for help, tell your parents, or ask your form tutor for advice (you can use the bullying alert cards).

## STEP FOUR

If the bullying continues then do not give up you must report it again to your parents, your form tutor your Year Leader or a Teaching Assistant. They cannot help if you don't let them know that it has not stopped (remember the bullying must stop and it will if you talk to others).

## STEP FIVE

Sometimes bullies will not stop after their first warning but you must not give up. Go and see your Year Leader and share your experience on the ladder and they will help you. Keep your parents up to date.

## STEP SIX

Your Year Leader will continue to help you to 'beat the bully' suggesting strategies and giving the bully a final warning but you must continue to tell about the bullying (use a bullying diary to record your thoughts).

## STEP SEVEN

If the bullying ladder has not worked yet you must continue to climb the different steps. Now it is time to let the Deputy Head Teacher or the Head Teacher know about the bullying. Remember keep climbing and keep talking.

## STEP EIGHT

It is very important to return to see the teacher that you saw on Step 7 of the ladder for more help – at this step of the ladder this will mean that the Head Teacher will take further action to stop the bullying.

## STEP NINE

Even when you get to step nine and the bullying has stopped you must keep talking. Tell your family and your teachers how you feel and if you are ever bullied again, then tell someone and 'beat the bully'.

If you are bullied physically or feel very frightened, please go straight to [STEP FIVE](#)

Otherwise, use the bully ladder. Keep talking and remember we will not put up with bullying at Eggar's.

Bully Alert

Please can I talk to you about bullying?