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Eggar's School

Anti-Bullying Policy

Reviewer: Assistant Head Teacher
Behaviour and Culture /
Heads of School

Review date: June 2025

Next review: June 2026

1. 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. At Eggar's School we believe that every student has the right to enjoy learning, free from fear and intimidation. Our students should feel like they belong, are happy and safe to gain the full benefit of their education. All incidents of bullying are serious: there is no sliding of scale of seriousness.

2. Aims

The overall aims of this policy are to prevent bullying and, should instances of bullying occur, to help staff and students deal with it effectively. In this respect, the school seeks:

- To ensure that students learn in a supportive, caring and safe environment without fear of being bullied
- To ensure high expectations of students' behaviour, as detailed in the school's behaviour policy
- To use all students, staff and parents as a positive resource in the elimination of any form of bullying, drawing on peer pressure as a means of preventing bullying
- To ensure that everyone connected with the school is aware that bullying is totally unacceptable
- To ensure that everyone is aware of their responsibilities in addressing bullying issues
- To provide regular staff training in relation to the prevention of and response to bullying
- To develop effective strategies to prevent bullying
- To provide a consistent school response to any bullying and have clear procedures for dealing with incidents

3. 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 Guardians will be encouraged to work in partnership with the school to ensure 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.

4. Definition of Bullying

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. (Anti-Bullying Alliance,2016) 'Bullying' is when someone, or a group of people, deliberately sets out to upset you by their actions. The actions are deliberately unwelcome and hurtful; they may be physical actions or actions designed to hurt in an emotional way. Usually, these actions are carried out persistently or systematically and may involve doing things like calling you names, deliberate exclusion from group activities, hurting you or getting other people to gang up on you over a period of time. Gossip and spreading rumours about someone can also be considered bullying. Using information technology or social media platforms to upset another person is also bullying. This includes sending text messages, e-mails and posting comments, pictures or videos on a website or in a 'chat room'. However, bullying is not when you just fall out with your friends. Harassment of minority groups can also be considered bullying.

It may be carried out by an individual on another individual or by a group. Being part of such a group will be regarded as bullying by association. To be defined as bullying there must be an element of persistence in the behaviour. A one-off act of physical aggression, though equally unacceptable, does not constitute bullying in itself, nor does physical aggression in which both parties may be seen as equally culpable.

5. Reporting Bullying

Students are encouraged to report all forms of bullying, including e-bullying whether carried out by another student 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 student 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, the Head of School, or a member of the Leadership Team.

6. Guidance and Procedures

At Eggar's School, the Pastoral Team consists of Assistant Head Teacher (Behaviour and Culture), Heads of School, Inclusion Lead, SENCO, Learner Engagement Team, ELSA and our Tutor Teams.

- All Year Groups will have explicit input on bullying as part of the PSHE programme and Healthy Schools programme.
- Use of school Wellbeing Mentors to support as required.
- Eggar's staff commit themselves to carrying out their supervisory duties at breaktime, lunchtime, before and after school with vigilance and care.
- There are designated spaces for students as required and staff are committed to providing a quiet, safe area for students and will be closely supervised by staff at breaktime and lunchtime.
- All staff will receive advice on dealing with bullying (which will include the warning signs).
- Advice and guidance will be offered to both the victim and the bully. The Learner Engagement Team, ELSA, Tutors or Heads of School may be used for this purpose.
- Communication with the parents of both victims and bullies is paramount.
- A student suspended from school for bullying will be required to sign a contract guaranteeing their good behaviour upon return to school as part of an action plan.
- The Heads of School will log all incidents on the child's Behaviour Log and action taken.
- A restorative process has been found to be a successful way of resolving issues of bullying and it is important that wherever possible there is a restorative element as part of the process.
- All parties are encouraged to speak to the staff member on a regular basis.
- A formal review may take place after seven days and after that the situation will continue to be monitored.
- A victim may be assigned a member of staff as a regular point of contact.

Any incidents that happen outside of school will receive our help and support where appropriate but online bullying activity during evenings, weekends and holidays should be reported to the Police by the parents.

Should there be any further incidents:

- Should any of the students break the agreement decided as part of the action plan, the matter will follow the disciplinary procedures of the school and parents will be informed and updated of developments.
- Where appropriate, parents will be involved and suspension from school may well be considered. This will also be considered if the same student is bullying a number of others.
- It may also be appropriate to encourage parents to report the matter to the police should the bullying continue.
- It may be necessary to establish a Pastoral Support Programme to help the perpetrator to alter their behaviour.