



Anti Bullying Policy

Person responsible	Head of Pastoral Care
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1. Key Personnel and Contact Details

HEAD TEACHER	TOM CARTER safeguarding@stchristophersthehall.org.uk
Head of Pastoral Care/DSL	VANESSA CORNISH mail@stchristophersthehall.org.uk
SUPPORT ORGANISATIONS	CHILDLINE 0800 11 11 NSPCC 0800 800 500 BROMLEY SAFEGUARDING CHILDREN PARTNERSHIP 0208 461 7309

2. Introduction

Bullying is unacceptable anti-social behaviour which affects everyone in the community. At St Christopher's The Hall School, we try to promote mutual respect and care for one another; however, we understand that bullying can still occur.

3. Aims

1. The principle aims of the School's 'Policy on Anti-Bullying' are therefore:
2. To foster a supportive, caring and safe environment in which pupils can live and learn without fear of being bullied.
3. To enable all pupils to fully benefit from the opportunities available at St Christopher's
4. To make it quite clear to the whole community of pupils, staff and parents that bullying is unacceptable at the school and that any instance of it will be treated as a serious disciplinary matter, investigated and dealt with appropriately. This includes instances of online bullying.
5. To fulfil the school's obligations under the 'Education and Inspections Act' (2006) and to have regard for the DfE Guidance 'Preventing and tackling bullying- advice for head teachers, staff and governing bodies', the Children and Families Act (2014) and the Equality Act (2010), which makes provision for the new Public Sector Equality Duty (2011)

4. What Is Bullying?

Bullying can take many forms. In the broader sense, it is hurtful and persistent behaviour intended to assert the power of one person over another, usually by frightening or humiliating them.

Bullying makes the lives of the victims a misery: it undermines their confidence and self-esteem, destroys their sense of security and causes psychological damage. Once a victim is sensitised, a threatening look alone may reinforce their fearfulness. Bullying- which is often fueled by ignorance or prejudice- may take the form of verbal, physical or emotional abuse or harassment.

A victim may be targeted because of gender, race, religion, culture, physical appearance or disability, sexual orientation, an additional need- or for no obvious reason at all.

5. Examples of Bullying

Depending on the circumstances, any of the following could constitute bullying and could even amount to a criminal offence:

- a) Punching, hitting, pushing, spitting at, throwing things at another person
- b) Damaging or throwing property around, invading rooms, bags, desks, or hiding belongings
- c) Whispering, name-calling, teasing, writing unkind or obscene letters, emails or texts, making anonymous calls, spreading malicious rumours, writing offensive graffiti or using social media inappropriately
- d) Making inappropriate sexual advances or sexual harassment
- e) Isolating someone, intimidating someone, using threatening language or gestures
- f) Making racist, sexist/sexual or homophobic comments (sometimes encouraged by unpleasant films or websites) claiming that the victim regards them as 'a joke'.
- g) Using a mobile phone, smart phone, email or the internet to cause distress/insult to another person, whether on personal, racial, religious, cultural, sexual/sexist or other grounds

6. 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 St Christopher's The Hall School. Cyber- bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience and more accessories as people forward on content at a click.

The wider search powers included in the 'Education Act 2011, 'give teachers stronger power to tackle cyber -bullying by providing specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices; including mobile phones.

For more information on how to respond to cyber- bullying and how pupils can keep themselves safe, please refer to the Childnet International (www.childnet.com) and Beatbullying (www.beatbullying.org) websites. St Christopher's The Hall School also has a comprehensive e-safety policy, and Acceptable Use Policies for the school community.

7 Impact of Bullying

Bullying impacts the victim's attendance and attainment at St Christopher's The Hall School, marginalises those groups who may be particular targets for bullies and can have a life-long negative impact on some young people's lives. Bullying can cause psychological damage

and, at worst, has been a factor in pupil suicide. Bullying also has a hugely detrimental effect on those who instigate it.

In light of this, although bullying is not a specific criminal offence, there are criminal laws that apply to assault, harassment and threatening behaviour- including over the Internet or by SMS.

A bullying incident should be treated as a child protection (CP) concern when there is 'reasonable' cause to suspect that a child is suffering, or likely to suffer, significant harm (see Child Protection and Safeguarding Policy)

8. Prevention and Intervention

Through the Behaviour Rewards and Sanction Policy, Peer-on-Peer Abuse Policy and Anti-Bullying Policy, St Christopher's The Hall School intends to have transparent and clear guidelines so that in the event of bullying, parents, pupils and staff know how a case will be dealt with and that it will be dealt with quickly.

Staff are encouraged to be proactive in their gathering of information about issues between pupils that might provoke conflict and develop strategies to prevent bullying occurring in the first place. Staff briefing and meetings provide regular opportunities for staff to raise concerns or share information regarding their concerns for pupils.

St Christopher's The Hall School aims to foster good behaviour, respect and care and makes clear its zero-tolerance approach to bullying in a number of ways:

1. It is embedded in the St Christopher's The Hall School Code of Conduct, E-Safety Policy and in our PSHE Jigsaw charter which is discussed at the beginning of every academic year and throughout the year as part of the PSHE curriculum and daily classroom life.
2. The discussion of related topics in assemblies, through projects, drama lessons, scenarios, history and current affairs.
3. The Head of Pastoral Care/Heads of PSHE presents an annual whole school 'Anti - Bullying' assembly and Phase assemblies and meetings address this topic on a regular basis.
4. All staff are reminded to remain vigilant inside and outside the classroom, taking action to reduce the opportunity for bullying at all times.
5. Any potential situation is reported to the Head of Pastoral Care who will hold individual and mediation sessions with all parties involved on a regular basis
6. Any potential situation is monitored by the Head of Pastoral Care on a daily basis
7. St Christopher's The Hall School seeks to promote a culture in which both those who are receivers of bullying and those who witness an incident are prepared to 'tell'. The school will embed the culture by constantly reiterating that helping one's peers and friends is a positive action. In so doing, the school recognises that for a 'target' to 'tell' can be a very difficult thing to do. not least for the fear of alienating all those around them. In recognising that possibility, our School strives to ensure that repercussions of that kind are not allowed to occur.
8. The School will seek to provide a parents' forum on the subject of bullying and cyberbullying.
9. Teachers must always be prepared to stop bad behaviour, as this can lead to bullying, and to report patterns of behaviour, as this may indicate bullying. Teachers are expected to arrive in good time for class, when collecting their class from the

playground after break times and first thing in the morning and to be vigilant when dismissing their class at the end of the day. They are also expected to be vigilant around the school and to report anything they feel concerned about to the class teachers, Heads of Phase or Head of Pastoral Care.

9. What to do?

If pupils are being bullied, or know someone who is being bullied, they are advised and encouraged to confide in the person with whom they feel most comfortable- 'a critical friend'. This could be:

- a) their parents
- b) their class teacher
- c) any other teacher
- d) Heads of Phases
- e) the Head of Pastoral Care
- f) the Head Teacher
- g) the office staff
- h) the caretaker
- i) the SCAMPS staff
- j) The DSL
- k) The DDSL

Any member of staff who has been made aware of bullying must pass on this information immediately, as appropriate .

Parents who have concerns about their children should always contact their class teacher or the Head of Pastoral Care at the earliest opportunity, so that the matter can be promptly investigated.

10. Dealing with bullying

St Christopher's makes it clear to pupils who bully that consequences will follow in order to demonstrate clearly that their behaviour is wrong and will not be tolerated. Disciplinary measures will be applied fairly, consistently, and reasonably taking into account any additional educational needs or disabilities that those involved may have (including the needs of vulnerable pupils).

It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the person responsible for the bullying. Where this is the case, the children engaging in the bullying may need support themselves. The class teacher should follow the processes laid out in the Code of Conduct policy.

There is then no fixed or absolute course of action; it will depend on the circumstances, but will always be fair and proportionate. Parents of both 'target' and 'ringleader' will always be informed and involved.

Courses of action will vary from case to case, but it might be appropriate to:

- a) Monitor the situation closely, by class teacher in consultation with all other teachers, including specialists, to see if anything occurs. (This response is usually only appropriate if the incident appears to be a 'one-off'.)

- b) Arrange for the 'target' and 'ringleader' to have one to one consultations with the Head of Pastoral Care
- c) Arrange for the 'target' and 'ringleader' to have a mediation session with the Head of Pastoral Care. The 'ringleader' may be totally unaware that he is bullying or the 'target' may have given a different story. The situation will then be closely monitored (and recorded on ISAMS) by the Head of Pastoral Care
- d) Sanction the 'ringleader' , both making it clear that this must never happen again and encouraging the 'ringleader' to see the 'target's' point of view.

In case of group bullying, the class teacher, Head of Phase, Head of Pastoral Care, Head Teacher, will speak to the class or group involved.

Those mainly responsible need to be addressed individually to make them understand their responsibility in the affair. Sanctions will be judged and agreed with the Head Teacher on a case-by-case basis and in consultation with all parties concerned. It may range from a warning, a sanction signature in the planner, (five sanctions will result in a meeting with the Head to discuss their choices) or a detention to temporary or permanent exclusion, depending on the specific circumstances.

Bullying by/of a member of staff, or by/of a parent, will be regarded as a very serious matter and dealt with by the Head Teacher.

11. Record- keeping and Reporting

The Head of Pastoral Care is responsible for tracking all actions in cases of bullying, and for keeping a record on ISAMS of each incident and how it is resolved; this record will be used to monitor the situation and any possible patterns. The Head of Pastoral Care will also manage the school's response in cases of bullying. Any records will be kept on the pupils' file on ISAMS.

In certain circumstances, the incident may be recorded on the pupil's secondary school transfer record.

All incidents of bullying, which come to light, are reported to the Head Teacher. The Head Teacher will directly deal with any severe incidents and certain types of bullying that might attract a suspension or school exclusion.

12. Overview of Staff and Pupil responsibilities

The following points must be reinforced frequently by staff:

- a) To witness bullying and do nothing is to imply that one agrees with what is going on
- b) An adult must be informed immediately of any incidents.
- c) St Christopher's will not tolerate bullies
- d) There is no place for bullying in the school community and the victim will always receive a sympathetic hearing and be supported.

In everything said and done with St Christopher's it must be made clear that intimidation of any kind, physical or verbal, or unkind exclusion from a group is unacceptable at the school.

Relationship Education, including bullying, is included in PSHE lessons in each year group. Behaviour, including the topic of bullying, will also be brought up in assemblies. Staff will reinforce the message that bullying is unacceptable behaviour.

Staff must always be vigilant, with class teachers in particular paying close attention to the group dynamics, rivalries, or any bad feeling in their classes. Any member of staff who suspects bullying must refer the matter to the class teacher.

If a pupil reports bullying, and it is clear that it is not a made-up or trivial affair, it must be reported to the Head of Pastoral Care and a record made of what was said by the reporting pupil.

Any incidents of fighting or aggression must be reported to the class teacher. Any child involved in a serious fight will be sent to the Head of Pastoral Care for a serious discussion. It is very important to have a clear record of events, for a child may become a habitual offender, a fact that will not be clear unless there is consistent reporting.

The level of response to incidents will vary according to their seriousness. Where the Head of Pastoral Care considers it appropriate, the following procedure has the effect of conveying to all parties how seriously bullying is taken:

- a) The incident will be recorded on ISAMS
- b) Both sets of parents will be informed
- c) Parents are welcome to discuss the matter with the Head of Pastoral Care
- d) The Head Teacher will be informed if the situation escalates
- e) The Head Teacher will speak with the 'ringleader' regarding their choices
- f) Parents of the 'ringleader' will be invited in to discuss the matter with the Head Teacher
- g) Appropriate sanctions will be imposed on pupils who are 'bullies' and may include exclusion from the school

Appendix A- Advice on Good Practice for those dealing with bullying

St Christopher's The Hall School aims to:

- a) **Involve parents** to ensure that they are clear that the school does not tolerate bullying and are aware of procedures to follow if they believe that their child is being bullied. Parents must feel confident that the School will take any complaint about bullying seriously and resolve the issue in a way that protects the child. The parents must then be encouraged to reinforce the value of good behaviour at home.
- b) **Involve pupils** so that they understand the School's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders.
- c) **Regularly evaluate** and update our approach to take account of developments in technology, for instance, updating 'acceptable use' policies for computers.
- d) **Implement disciplinary sanctions:** the consequences of bullying should reflect the seriousness of the incident so that the others see that bullying is unacceptable.
- e) **Openly discuss differences between people that could motivate bullying**, such as religion, ethnicity, disability, gender or sexuality. Also, children with different family situations may well have particular issues that need to be understood. The School will also teach children that using any prejudice-based language is unacceptable.
- f) **Use specific organisations or resources to help with particular problems:** draw on the experience and expertise of anti-bullying organisations with a proven track record and/or specialised expertise in dealing with certain forms of bullying.
- g) **Provide effective staff training** as anti-bullying policies are most effective when all staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to resolve problems and where to seek support.
- h) **Make it easy for pupils to report bullying** so that they are assured that they will be listened to and incidents acted on. Pupils should feel they could report bullying, which may have occurred outside school, including cyber bullying. E-safety will be addressed in IT and PSHE lessons as well as informal discussions.
- i) **Create an inclusive environment:** create a safe environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination.
- j) **Celebrate success,** which is an important way of creating a positive school ethos around the issue.