



Abbots Bromley School

10.A. Anti-Bullying Policy

1Statutory Policies	10.A. Anti-Bullying
ISI	10a
NMS (April 15)	12.1
Author Led	DSL/Head of Boarding
Date of Review	Michaelmas 2018
Next Review	Michaelmas 2019
Comment	Annual Review
Website	Yes

10.A. Anti-Bullying Policy

This policy is a whole school policy, including EYFS, and has been written with regard to Department for Education advice (Preventing and Tackling Bullying, March 2014), the Independent Schools Standard Regulations Regulatory Requirements September 2014, the Equality Act 2010 and the Children Act 1989 (ref; safeguarding children and young people) and relating specifically to Peer on Peer Abuse as described in KCSiE 2018.

Aims.

At Abbots Bromley School we aim to create an environment in which bullying is not acceptable and bullying at the school is prevented in so far as is reasonably practical.

We aim to communicate clearly our acceptable standards of behaviour and discipline (see the school's Behaviour and Discipline Policy) so that this is understood by students, parents and staff. If incidents occur they are dealt with quickly and effectively.

What is 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 or the internet, physical, verbal or emotional), and is often motivated by prejudice against particular groups, for example on the grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Bullying involves an imbalance of power between the perpetrator(s) and the victim(s) and this may be manifested in several ways. It may be physical, psychological, derive from an intellectual imbalance, or by having the access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them physically or online.

Peer on Peer abuse

This can manifest itself in many different ways. Abuse in any form will not be tolerated within the school and incidents (as highlighted below) will not be simply passed off as "banter", "just having a laugh" or "part of growing up".

There are many different forms of peer on peer abuse and can include the following; sexual violence and harassment, physical abuse, sexting (or youth produced sexual imagery), initiation/hazing-type violence and rituals.

The school will deal with any such allegations in exactly the same way as it deals with bullying (as stipulated in the Intervention and response section of this policy). Likewise, the reporting of any such incidents and the support given to any student affected by peer on peer will also follow the same procedures as stipulated in the policy.

Finally, the school acknowledges the gendered nature of some peer on peer abuse (e.g. female students are more likely to be the victims, whilst male students tend to be the perpetrators). Therefore, with the ever-increasing numbers of male students joining Abbots Bromley School it's important that all staff remain vigilant in identifying/dealing with any potential incident which may arise.

Cyber-bullying.

The rapid development of, and the widespread access to, technology has provided a new medium for 'virtual bullying', which can occur inside or outside 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 school's Search and Confiscation Policy explains the wider search powers included in the Education Act 2011, giving teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

School networks are filtered and staff use the appropriate CEOP materials with students of all ages as part of the Computer Science and PSHCE curriculum. Students also have an Anti-Cyber-Bullying code in their planners.

Preventing bullying.

At Abbots Bromley School we endeavour to create an ethos of good behaviour where students treat one another and the school staff with respect because they know that this is the right way to behave. Values of respect for the staff and other students, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment. These values are reinforced by staff and older students who set a good example to the rest.

Members of staff are proactive in identifying issues between students which might provoke conflict and strategies are in place to prevent bullying occurring in the first place. The House system, small tutor groups and the Pastoral Team are all effective in providing a supportive school environment.

The PSHCE schemes of work address the issues surrounding bullying and also issues of 'difference' that may sometimes cause bullying. Other subjects, such as Religious Studies, English, History, Computer Science etc, also tackle subjects to promote discussion and understanding of differing viewpoints.

We focus on developing students' social skills, confidence, resilience and self-esteem; and defining the value of assertiveness in relationships as opposed to aggression, whether direct or indirect. Students are also encouraged to recognise that they can help prevent bullying by reporting it or by acting when they find themselves as a bystander.

The school's Pastoral and Safeguarding Team is proactive in leading the promotion of the safety and welfare of all students in the school.

Intervention and response

Bullying in any form is not tolerated at Abbots Bromley School. Disciplinary measures are applied consistently, fairly and reasonably, according to the School's Behaviour and Discipline Policies. It is also recognised that a student who is displaying bullying behaviour may also be in need of support themselves. Students will be monitored by their Academic Tutor, their Head of House and/or Key Stage Coordinator can also be referred to the school counsellor. All students have access, in addition, to an independent listener and contact details for children's agencies such as Childline are clearly displayed.

At Abbots Bromley School we;

- Encourage our parents to understand that we take any accusations of bullying seriously and that they will always be addressed. Parents have access to the School's Behaviour and Discipline Policies (School Website) and are actively engaged in supporting the school's implementation of this.
- Ensure that our students understand our approach to bullying and are clear that they can play a part in preventing bullying, including when they find themselves as bystanders. Senior pupils have clear guidelines in their pupil planners.
- Regularly evaluate and update our approach to take account of developments in technology and we have an 'Acceptable Use' Policy for computers. The use of mobile phones and other devices is restricted within school up to students in Year 11 and above. There are clear guidelines in the Behaviour and Discipline policies and in the Acceptable Use policy about the use of technology in and out of school.
- We impose disciplinary sanctions, outlined in the Behaviour and Discipline Policy, to highlight that the consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable.
- Do not accept the use of prejudice-based language in school. Differences between people that could motivate bullying such as religion, ethnicity, disability, gender or sexuality are openly discussed and identified within the PSHCE schemes of work.
- Keep staff up to date. The principles and purpose of the Anti-Bullying Policy is understood by staff and they understand the school's legal responsibilities regarding bullying, how to resolve problems and where to seek support. Members of staff are given support in understanding the needs of our pupils, including those with special educational needs and/or disability (SEND) and lesbian, gay, bisexual and transgender pupils. Appendix A lists additional sources of information for staff and parents.
- Will work with the wider community such as Children's Services or the police if it is necessary to tackle bullying that may occur in or outside school when there is reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm.
- Make it easy for students to report bullying (including cyber-bullying) if it occurs inside or outside school so that they are assured that they will be listened to and incidents acted upon.
- Aim to create an inclusive environment where students feel safe enough to discuss any cause of bullying without fear of further bullying or discrimination. Students have guidelines in their school planner (Appendix B).

- Celebrate success as we recognise that it is an important way of creating a positive school ethos around the issue of bullying.

The following, however, represents the variety of strategies which can be used in order to move an incident forward positively:

For the victim:

- The victim will receive support throughout the process.
- Offering counselling, often via The School's Counsellor, which then allows students to talk through their experiences and come to terms with them, to help build self-esteem and to restore a sense of well-being.
- Discussing and developing strategies which might help them to become more assertive and so more resilient.
- Regular following up meetings with those involved in order to monitor the progress of the individual.
- Continued close monitoring by The DSL, Head of Prep, Head of Key Stage, Academic Tutor and or any other appropriate staff.
- Effective liaison with parents/guardians.

For the perpetrator:

- A discussion with the DSL, Deputy Head, Head or Prep School or Headmaster during which the School's expectations with regards to bullying are made perfectly clear; AB will not tolerate bullying within the community.
- The perpetrator's parents will be informed.
- The perpetrator will be reprimanded and sanctioned appropriately. The sanction will reflect the level of severity of the incident.
- The perpetrator will be warned that the School will not tolerate a recurrence of this type of behaviour.
- Offering counselling to help them understand the negative impact of their actions and help to educate them as to how they can improve their conduct.
- Helping the perpetrator to develop strategies for handling their frustrations/anxieties which may have caused the incident to occur.
- Continued close monitoring by The DSL, Head of Prep, Head of Key Stage, Academic Tutor and or any other appropriate staff.
- The perpetrator's parents will be kept informed of their progress where appropriate.
- Finally, if the student is unwilling to stop bullying then further sanctions will follow (see policy on Admissions and Exclusions pages 7-8).

Reporting and Recording Procedures

Staff are fully aware that they must listen to students who report potential bullying incidents. Information is gathered and students are spoken to and supported. These incidents will be reported to the DSL or the Head of Prep (who both keep bullying logs) immediately who will then liaise with the necessary staff thereafter. Parents will be kept informed.

Incidents are recorded. Appendix C.

The DSL and Head of Prep School will look for patterns arising from the reporting of incidents and suitable action is taken to reduce the incidence of bullying. This may be targeted PSHE lessons, regular meetings with pupils and meetings with parents. Incidents of bullying are also monitored and discussed (where appropriate) in Pastoral and Safeguarding Team meetings.

Accountability

Students learn best in a calm environment that is free from disruption and in which education is the primary focus. We hope that the Abbots Bromley School Anti-Bullying Policy and the implementation of the Behaviour and Discipline Policy demonstrate our attitude to the protection and support of the pupils in our care.

Appendices

Appendix A – Sources of Information

Appendix B – Guidance

Appendix C – Log sheet (separate document)

Appendix A

Further sources of information

Other departmental advice and guidance you may be interested in DfE Behaviour and Discipline in Schools Guidance - <https://www.gov.uk/government/publications/behaviour-and-discipline-in-schools>

Legislative links Schools' duty to promote good behaviour: Section 89 Education and Inspections Act 2006 - <http://www.legislation.gov.uk/ukpga/2006/40/section/89>

and Education (Independent School Standards) (England) Regulations 2010 - <http://www.legislation.gov.uk/uksi/2010/1997/contents/made>

Power to tackle poor behaviour outside school - <http://www.legislation.gov.uk/ukpga/2006/40/section/90>

The Equality Act 2010 - <http://www.legislation.gov.uk/ukpga/2010/15/contents>

Specialist organisations:

The Anti-Bullying Alliance (ABA) - <http://www.anti-bullyingalliance.org.uk/> : Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

BeatBullying - <http://www.beatbullying.org/> : A bullying prevention charity with an emphasis on working directly with children and young people. In addition to lesson plans and resources for parents, BeatBullying have developed a peer support programme for young people affected by bullying.

Kidscape - <http://www.kidscape.org.uk/> : Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

The Diana Award - <http://diana-award.org.uk/> : Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.

The BIG Award - <https://www.bullyinginterventiongroup.co.uk/index.php> : The Bullying Intervention Group (BIG) offer a national scheme and award for schools to tackle bullying effectively.

Restorative Justice Council -

http://www.restorativejustice.org.uk/what_is_restorative_justice/with_young_people/schools : Includes best practice guidance for practitioners 2011.

Cyber-bullying

ChildNet International - <http://www.childnet.com/> : Specialist resources for young people to raise awareness of online safety and how to protect themselves

Think U Know - <https://www.thinkuknow.co.uk/> : resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.

Digizen - <http://www.digizen.org/> : provides online safety information for educators, parents, carers and young people.

Advice on Child Internet Safety 1.0 - <https://www.gov.uk/government/publications/advice-on-child-internet-safety-10-universal-guidelines-for-providers> : The UK Council for Child Internet Safety (UKCCIS) has produced universal guidelines for providers on keeping children safe online.

LGBT

EACH - <http://www.eachaction.org.uk/> : A training agency for employers and organisations seeking to tackle discrimination on the grounds of gender and sexual orientation.

Schools Out - <http://www.schools-out.org.uk/> : Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education.

Stonewall - <http://www.stonewall.org.uk/> : An LGB equality organisation with considerable expertise in LGB bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers.

SEND

Mencap - <http://www.mencap.org.uk/> : Represents people with learning disabilities, with specific advice and information for people who work with children and young people.

Changing Faces - <https://www.changingfaces.org.uk/Home> : Provide online resources and training to schools on bullying because of physical difference.

Cyberbullying and children and young people with SEN and disabilities -

http://www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf : Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying practice.

Racism

Show Racism the Red Card - <http://www.srtrc.org/educational> : Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism.

Kick it Out - <http://www.kickitout.org/about/> : Uses the appeal of football to educate young people about racism and provide education packs for schools.

Anne Frank Trust - <http://www.annefrank.org.uk/what-we-do/schools-project/our-work-schools>:

Runs a schools project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.

Please note that internal servers may block access to some of these sites.

Appendix B – Guidance for Pupils

WHAT TO DO IF YOU HAVE A PROBLEM

All of us have problems at one time or another. If there comes a time when things are not going well for you, you are uncomfortable or unhappy, there is help at hand. Talk to your friends or a member of staff; do not suffer in silence.

What to do if you have a problem

- with your school work – talk to your Subject Teacher, the Head of Department in that subject, or your Form Tutor.
- with your health – talk to one of the School’s Sisters. If you are unwell during school time, tell the teacher in charge.
- if there’s something worrying you – talk to any member of staff and or trusted senior students.

If you need to talk to someone outside the family or Abbots Bromley School:

Prep School Listener

Mrs M Swinnerton

You can phone

The Independent Listener

Mrs H Brandon White
Abbots Bromley

Home number [01283 840138](tel:01283840138)
Mobile [07742069277](tel:07742069277)

CHILDLINE

The call is free and will not show up on your phone bill.

Childline will help you work out what to do next.

0800 1111

Or write to Childline, Freepost 1111, London N1 OBR (no stamp required)

SAMARITANS

TEL.

01785 243333
01889 576878

or look for and receive advice from the following web sites:

www.bullying.co.uk

www.kidscape.org.uk

www.antibullying.net

www.childline.org.uk

www.nspcc.org.uk

www.samaritans.org

www.thinkyouknow.co.uk

BULLYING

Bullying is any persistent behaviour, verbal or non-verbal or physical that is designed to upset another person. "Bullying is when someone has control over you and you are too frightened to stand up to them. They can be nasty to you, call you names, isolate you from their group or gang or even physically harm you. They seem to be much stronger than you are." Abbots Bromley School will not tolerate bullying of any sort. We aim to support those who experience bullying and to challenge the behaviour of bullies.

If you are being bullied

- be firm and clear – look them in the eye and tell them to stop
- get away from the situation as quickly as possible

After you have been bullied

- tell a teacher, another adult in School or trusted senior school student
- tell your family
- if you are scared to talk to someone on your own, ask a friend to go with you
- keep on speaking until someone listens
- don't blame yourself for what has happened

When you are talking about bullying with an adult, be clear about:

- what has happened to you
- how often it has happened and who was involved
- who saw what was happening
- where it happened
- what you have done about it already
- how you feel

The staff are there to listen and help. They will always try to do what they can to help

- However, if staff are concerned about your safety they may need to involve other people. **Before involving anyone else they will tell you first.**

MAKING A COMPLAINT

In some circumstances you may feel that the reason for your unhappiness in school or outside is serious enough to justify a complaint.

In the first instance you may wish to make a verbal complaint. Speak to the person you feel most likely to support you in school or member of your family. It may be possible at this stage to solve the problem with careful discussion with the person to whom you take the complaint.

However, you may not be satisfied with this and you may wish to make a formal complaint in writing. You may wish to ask an adult to help you to draft your letter.

Your letter should be addressed to the Headmaster. You will receive an acknowledgement within 24 hours. The Headmaster will then investigate your complaint and talk the matter through with you. You may wish to bring a friend to this meeting. You will have a written response to your complaint

within 7 days. In the absence of the Headmaster, The Deputy Head or Head of Prep or will handle your complaint.

The Anti-Cyber-Bullying Code

Being sent an abusive or threatening text message or seeing nasty comments about yourself on a website can be really upsetting. The code below gives you seven important tips to protect yourself and your friends from getting caught up in cyber-bullying and advice on how to report it when it does happen.

1. Always respect others

Remember that when you send a message to someone you cannot see the impact that your words or images may have on the other person. That is why it is important to always show respect to people and be careful what you say online or what images you send. What **you** think is a joke may really hurt someone else. Always ask permission before you take a photo of someone.

If you receive a rude or nasty message or picture about someone else, **do not forward it**. You could be assisting a bully, and even be accused of cyber-bullying yourself. You could also be breaking the law.

2. Think before you send

It is important to think before you send any images or texts about yourself or someone else by email or mobile phone, or before you post information on a website. Remember that what you send can be made public very quickly and could stay online forever. Do you really want your teacher or future employer to see that photo? Read it aloud, **if you wouldn't say it – don't send it!**

3. Treat your password like your toothbrush

Don't let anyone know your passwords. It is a good idea to change them on a regular basis. Choosing hard-to-guess passwords with symbols or numbers will help stop people hacking into your account and pretending to be you. Remember to only give your mobile number or personal website address to trusted friends.

4. Block the Bully

Most responsible websites and services allow you to block or report someone who is behaving badly. Make use of these features, they are there for a reason!

5. Don't retaliate or reply!

Replying to bullying messages, particularly in anger, is just what the bully wants.

6. Save the evidence

Learn how to keep records of offending messages, pictures or online conversations. These will help you demonstrate to others what is happening and can be used by your school, internet service provider, mobile phone company, or even the police, to investigate the cyber-bullying. Never **forward** any offensive images to anyone as you could be committing a criminal offense.

7. Make sure you tell

You have a right not to be harassed and bullied online.

There are people that can help:

Tell an adult you trust, who can help you to report it to the right place, or call a helpline like ChildLine in confidence.

Tell the provider of the service you have been bullied on (e.g. your mobile phone operator or social network provider). Check their websites to see where to report.

Tell your school. Your tutor or someone you trust can support you and can make sure appropriate action is taken with the person bullying you.

Finally, don't just stand there – if you see cyber-bullying going on, support the victim and report the bullying. How would you feel if no-one stood up for you?