



ANTIBULLYING (INCL. CYBER) POLICY

This policy includes the Early Years Foundation Stage (EYFS)

Policy reviewed: May 2021

Policy to be reviewed: May 2023

This policy should be read in conjunction with the Safeguarding Policy.

Aims

St Wystan's School aims to encourage good behaviour and respect for others and in particular prevent all forms of bullying amongst its pupils so that they can develop their full potential. The School community is made up of pupils and adults from a variety of cultural, religious and ethnic backgrounds, and relies on mutual tolerance, courtesy and co-operation in order that learning can take place in an orderly atmosphere.

Bullying, harassment, victimisation and discrimination will not be tolerated. The School aims to treat staff, pupils and their parents fairly and with consideration and expects everyone to do likewise. Where necessary, sanctions (which are described in the Behaviour Management & Discipline policy) will be applied for behaviour that constitutes bullying or harassment of any kind.

Context of the policy

This policy should be read in conjunction with:

1. Concerns, problems and complaints
2. Curriculum in relation to anti-bullying
3. Behaviour policy
4. Safeguarding policy
5. Supervision policy
6. Missing child policy
7. E-safety policy
8. PSHE schemes of work

The anti-bullying policy is compliant with:

- Equality Act (2010)
- Keeping Children Safe in Education (September 2021)
- Preventing and Tackling Bullying, advice for Headteachers, Staff and Governing Bodies (July 2017)
- The Education (Independent School Standards) Regulations (May 2019)
- SEND Code of Practice (May 2015): 0-25 years

Definition of bullying

At St Wystan's School, bullying is defined as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace. There is no legal definition of bullying. Bullying is often motivated by prejudice. It may not involve direct participation but may include manipulating a third party to tease or torment someone.

Examples of unacceptable bullying behaviour include:

- Verbal abuse, including name-calling, teasing or making offensive remarks;
- Cyber-bullying: the use of ICT by an individual or group in a way that is intended to upset others. Examples include the use of social media, mobile phones, text messaging, photographs, video and email (see e-safety policy);
- Physical assault;
- Emotional torment by excluding from social groups or spreading malicious rumours;
- Actions or comments which discriminate against someone because of their age, race including colour, nationality or ethnic origin, religion, sex, or sexual orientation, disability, a person's status as adopted or as a carer or Special Educational Needs.

Note: this is not an exhaustive list.

Anti-bullying procedures

Guidance and Procedures for Staff:

- It should never be viewed as 'banter' or as a part of growing up or as a means of 'toughening up' young people;
- Any report of bullying will be referred to the Form Teacher and Deputy Head. Confidential records will be maintained on SharePoint;
- The School's Designated Safeguarding Lead should also be informed;
- Parents will be asked to attend a meeting with appropriate staff. The strength of the home /school relationship can be pivotal at bringing about a resolution;
- The seriousness of bullying is acknowledged by the sanctions used to respond to it. It can ultimately lead to exclusion if it is persistent and severe. See St Wystan's Behaviour Policy for more detail;
- Support for both the victim and the bully will be provided in terms of emotional and physical care. Work may be done in group or individual sessions;
- Liaise with parents;
- The Form Teacher and Deputy Head will monitor behaviour and liaise to help manage desired outcomes;

- Parental involvement will continue until a satisfactorily stable situation is achieved. This decision will rest with the Form teacher and the Deputy Head;
- Detailed records will be kept on SharePoint to evaluate the effectiveness of the approach adopted or to enable patterns to be identified by the Deputy Head.

Preventing and Identifying Bullying

The School will:

- Aim to prevent bullying and work to safeguard and promote the welfare of all pupils;
- Have clear policies communicated to all parents, pupils and staff and create an environment of good behaviour and rapport;
- The key points (Appendix 1) are discussed with the pupils during assemblies, Form time and House meetings;
- Work with teaching staff and outside agencies to identify all forms of prejudice;
- Ensure both staff and pupils are aware of the seriousness of bullying and the consequences of ignoring it. This can cause psychological damage and potentially lead to suicide. This will be emphasised during INSET for all staff including those new to the School and Newly Qualified Teachers;
- Implement disciplinary sanctions which reflect the seriousness of an incident and which convey an effect, in line with the 'Behaviour Policy';
- Provide opportunities to develop pupils' social and emotional skills, including their resilience. This would include targeted input during PSHE sessions and through assemblies, news items, charitable drives, use of case studies or projects in English and Drama etc. The importance of highlighting prejudice-based language is key;
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the modelling of behaviour;
- Train all staff to identify bullying, understand the principles of and follow school policy and procedures on bullying. Staff will understand their legal responsibilities; the action required to resolve and refer problems, and be aware of sources of support available;
- This approach is centred on safeguarding the child and ensuring his/her welfare through the investigation and after the sanction has been served by the bully. The sensitive and considerate management of the relationship between the bullied and the bully will be of paramount importance;
- The reliance of the children on us to get it right must encourage us all to keep communication with the children frequent and open:
 - assemblies, including external speakers, explain the School policy on bullying, and encourage reflection;
 - pupil surveys facilitate an understanding of the level and type of bullying which may have been experienced by pupils;
 - the PSHE programme is structured to give pupils an awareness of their social and moral responsibilities. It enforces the message about the importance of taking care of each other;
 - other lessons, particularly RE, English and drama highlight the issue of bullying and reinforce the message that bullying is unacceptable;
 - all reported incidents of bullying are recorded and investigated. Records are regularly monitored and evaluated in order to identify patterns at SLT meetings;
 - all staff are trained to be alert to possible signs of bullying;

- the Deputy Head will give support and guidance to other staff on handling and reporting incidents, and on the follow-up work with both victims and bullies;
- Prefect system of support and mentoring;
- in consultation with the Headteacher, staff will refer individuals about whom they have social, emotional or behavioural concerns for professional confidential advice and counselling support;
- support will be given to any member of the community, especially at a time of family break-up, sickness or bereavement;
- staff are on duty at lunch times and after School and are alert to areas where bullying might occur. Inappropriate language or behaviour is always challenged;
- incidents that take place outside School hours, on School visits and trips and that occur off-site involving our pupils are investigated;
- involvement of parents in making sure pupils are clear about how they can prevent bullying;
- feedback from parents/guardians on effectiveness of our preventative measures is welcomed.

Signs of bullying

All members of the School community must be alert to the signs of bullying.

- Unwillingness to return to School
- Displays of excessive anxiety, becoming withdrawn or unusually quiet
- Failure to produce work, or producing unusually bad work, or work that appears to have been copied, interfered with or spoilt by others
- Books, bags and other belongings suddenly go missing, or are damaged
- Change to established habits (e.g. giving up music lessons, change to accent or vocabulary)
- Diminished levels of self-confidence leading to psychological damage
- Frequent symptoms such as stomach pains, headaches
- Frequently waiting to speak to the teacher at the end of lessons
- Unexplained cuts and bruises
- Frequent absence, erratic attendance, late arrival to class
- Choosing the company of adults
- Displaying repressed body language and poor eye contact
- Difficulty in sleeping, experiences nightmares
- Talking of self-harm or running away

Involvement of pupils:

The School will:

- Canvas pupils' views on the extent and nature of bullying and cyber-bullying;
- Ensure pupils know how to express worries and anxieties about bullying both in and out of School; this includes ensuring they know who to tell. It is more important to report an incident, than to worry about who exactly to tell;
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying (see the School's Behaviour Policy). More so that pupils work within an environment of good behaviour and respect, with helpful examples set by staff, older pupils and celebration of success;

- Ensure pupils are clear about the part they can play to prevent bullying including when they find themselves as bystanders;
- Publicise the details of help lines and websites;
- Offer support to pupils who have been bullied;
- Work with pupils who have been bullying in order to address the problems they have.

Guidance for Pupils: DARK

Don't wait – tell an adult early on

Avoid being alone with the bully

Refuse to engage – don't reply to nasty taunts or cyber messages

Keep a record of what happens and when it happened.

TRUST your teachers and TALK to them. If you believe you or someone else is the victim of bullying or cyber-bullying, you must speak to an adult as soon as possible.

- Do not answer abusive messages, but log and report them;
- Do not delete anything until it has been shown to your Form Teacher, parent or the Head (even if it is upsetting, the material is important evidence which may need to be used later as evidence);
- Do not give out personal account details;
- Never reply to abusive emails;
- Never reply to someone you don't know;
- Stay in public areas in chat rooms.

If you are the victim of physical bullying:

- If you feel able to, confront the bully making them aware that you think what they are doing is wrong
- Tell someone about your feelings
- Talk to any member of staff, your Form teacher or Housemistress/Housemaster about the incident. If you prefer, talk to older pupils in your House, or a Prefect. They will be able to advise you on the best course of action.

If you witness bullying:

- SUPPORT the victim;
- TELL someone – your teacher or an adult in School, a parent or carer, a friend
- BE ASSERTIVE – stand up for the victim
- BE FRIENDS – spend time with the person who is being bullied
- DON'T BE A BYSTANDER – you add to the problem

If a member of staff witnesses bullying, they will:

- Support the child involved and provide reassurance;
- Advise the child that they will need to pass on the information to the Form teacher, Housemistress/Housemaster or Deputy Head;
- Inform the appropriate member(s) of staff: Form teacher, Deputy Head, DSL.

What happens next?

- The victim will be interviewed by the Form teacher or Housemistress/Housemaster and asked to write an immediate account of the incident. They will also be given the opportunity to discuss their own feelings and behaviour. Further interviews with the victim may be necessary at a later stage;
- The victim will be given support and if necessary, will be referred to the Deputy Head;
- The alleged bully, together with all others who were involved, will be spoken to individually and asked to write an account of events. Further interviews with the alleged bully may be necessary at a later stage; if necessary, the bully will be referred to the Deputy Head;
- The incident will be recorded by the member of staff who witnessed the bullying;
- The relevant Form teacher will be informed. In serious incidents, the Headteacher will be informed;
- The parents/guardians of all parties should be informed and may be invited into School to discuss the matter. Their support for School sanctions should be sought;
- A monitoring and review strategy will be put in place, with appropriate timings agreed;
- In some instances, where there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer significant harm' bullying may be regarded as a child protection issue. In this case, the concerns must be reported to the DSL;
- Some instances of bullying are illegal and may be reported to the police. These include violence or assault, theft and harassment and intimidation over a period of time.

Recording

All incidences of bullying should be recorded on SharePoint: date, alleged victim, Form, person reporting incident and relationship to victim, alleged bully, outline of incident, action taken.

REVIEW

This policy will be reviewed on a two year rolling programme.

Updated by	Mr Jeff Shipway		
Date Updated	26 th October 2021		
Date of Next Review	May 2023		
Governing Body Approval	Yes/No	Signed/Dated	
Website/App	Yes/No	ISI	Yes/No
Staff Handbook	Yes/No	Parent Handbook	Yes/No

APPENDIX 1:

To be discussed with the pupils during assemblies, form time and House meetings.

What can you do if you are being bullied?

DARK

- Don't wait – tell an adult early on
- Avoid being alone with the bully
- Refuse to engage – don't reply to nasty taunts or cyber messages
- Keep a record of what happens and when it happened

What can you do if someone else is being bullied?

- SUPPORT the victim
- TELL someone – a teacher or another adult in School, a parent or carer, a friend
- BE ASSERTIVE – stand up for the victim
- BE FRIENDS – spend time with the person who is being bullied
- DON'T BE A BYSTANDER – you add to the problem

Try to talk to your parents or if you wish to talk to someone independent, you could contact:

or Child Line
 NSPCC helpline

Tel: 0800 1111
Tel: 0808 800 5000