



St Wystan's

A REPTON SCHOOL

Headteacher: Mrs Karan Hopkinson, MA

ANTIBULLYING (INC. CYBER) POLICY

NURTURE  INSPIRE  PREPARE  ACHIEVE

Last revised: **May 2019**

Next review: **May 2022**

This policy includes the Early Years Foundation Stage (EYFS)



This policy should be read in conjunction with the Safeguarding & Child Protection Policy available at

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 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 (see Appendix 1)
2. Curriculum in relation to anti-bullying
3. Behaviour Management and Discipline policy
4. Safeguarding policy
5. Supervision policy
6. Missing children 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 2018)
- 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

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 spoiled 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 hurting yourself or running away



If you are the victim:

- 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 a member of staff, your form teacher or housemistress/housemaster about the incident. If you prefer, talk to older pupils in your house, a mentor or prefect. They will be able to advise you on the best course of action.

If you witness bullying:

- Support the victim by offering your support;
- Encourage the victim to speak to the bully;
- Accompany the victim to see their form teacher or housemistress/housemaster.

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 pastoral assistant head;
- Inform the appropriate member(s) of staff: form teacher, housemistress/housemaster, pastoral assistant head.

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 Pastoral Assistant 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 Pastoral Assistant Head;
- The incident will be recorded by the person in charge of the process (the housemistress or master or Pastoral Assistant Head, depending on its nature);
- The relevant house staff and 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 the 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 addressed as a child protection issue. In this case, the concerns must be reported to the DSL who will contact children's services;
- 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 the shared system by the Pastoral Assistant Head: Behaviour Management/Academic Year/Date/Pupil details/Behaviour/add details of bullying incident. Other behaviour incidents can also be recorded in this section such as minuses.

Preventing bullying

The school uses the following to signal zero tolerance of bullying:

- on an annual basis, the anti-bullying policy is drawn to the attention of pupils, parents and all persons who work at the school in a paid or voluntary capacity;
- the key points (Appendix 1) are displayed in every room in the school and are discussed with the pupils during form time and house meetings;
- 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. Reported incidents are regularly monitored and evaluated in order to identify patterns at heads of year meetings;
- all staff are trained to be alert to possible signs of bullying;
- the Pastoral Assistant 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;
- peer system of support and mentoring (anti-bullying ambassadors)
- in consultation with the headteacher 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 when pupils are not in class 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 in the vicinity of the school, 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.



REVIEW

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

Author	Karan Hopkinson	
Date Reviewed	1 st May 2018	
Date of Next Review	May 2020	
Governing Body Approval	Yes/No	Signed/Dated
Website/App	Yes/No	Yes/No
Staff Handbook	Yes/No	Yes/No



APPENDIX 1:

TO BE DISPLAYED IN EVERY ROOM

What can you do if you are being bullied?

- TELL someone – your teacher or an adult in school, a parent or carer, a friend
- IGNORE the bully – take away their power
- BE ASSERTIVE – stand up for yourself

What can you do if someone else is being bullied?

- 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

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

	Child Line	Tel: 0800 1111
or	NSPCC helpline	Tel: 0808 800 5000

High Street Repton Derby DE65 6GE
head@stwystans.org.uk | 01283 703258 | www.stwystans.org.uk
