



Bullying Prevention Policy

(Including Early Years Foundation Stage)

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APPROVED BY HEADMASTER

Name:	Signature:	Date:

1. AIMS AND OBJECTIVES

- 1.1 Department of Education Guidance recognises bullying as 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, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having 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 either physically or online.

Low-level disruption and the use of offensive language can in itself have a significant impact on its target. If left unchallenged or dismissed as 'banter' or 'horseplay' it can also lead to reluctance to report other behaviour. Early intervention can help to set clear expectations of the behaviour that is and isn't acceptable and help stop negative behaviours escalating.

Bullying can be:

- related to race, religion or culture;
 - relating to special educational needs or disability (SEND);
 - related to appearance or health conditions;
 - related to sexual orientation;
 - sexist or sexual bullying;
 - vandalism, destruction and/or removal of property;
 - bullying can take many forms, including, verbal, physical and cyberbullying.
- 1.2 Bullying is wrong and damages individuals both children and adults. The School therefore does all it can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- 1.3 The School aims to produce a safe and secure environment where all can learn and work without anxiety.
- 1.4 This policy aims to ensure that a consistent and effective response at Wellingborough School is made to any bullying incidents that may occur.

We aim to make all members of our whole school community aware of our opposition to bullying and we make clear each person's responsibilities with regard to the eradication of bullying in our school. The policy should be read in conjunction with the School's **Behaviour Policy**.

2. GUIDANCE

- 2.1 This policy has regard to the Department of Education document providing guidance on the

prevention of bullying: "*Safe to learn – Embedding anti-bullying work in schools*" and refers to both pupils and staff.

2.2 This policy should be read in conjunction with other related school policies, such as:

- Safeguarding Policy (*link to Safeguarding Policy on School website*),
- Behaviour Policy
- ICT Acceptable User Policy (AUP)
- Social Media Policy
- SEN Policy
- Disability Policy
- Discipline and Exclusions Policy
- Equal Opportunities
- Complaints Procedure

2.3 Signs of being bullied:

- unwillingness to return to school
- anxiety
- failure to produce work or producing unusually poor work
- belongings 'go missing' or are damaged
- changes to eating patterns/habits
- changes to established habits and routines (for example missing Music lessons)
- low-levels of self confidence
- frequent visits to the Medical Room or Wellbeing Manager
- unexplained cuts and bruises
- frequent absence
- choosing the company of adults rather than peers
- repressed body language or poor eye contact
- difficulty in sleeping
- talking of suicide or running away from home or school

2.4 This policy is made available to pupils, staff, volunteers, parents and Governors and is available on the School website.

3. REPORTING OF INCIDENTS

3.1 Pupils are encouraged to tell an adult or another pupil they trust (e.g. a Prefect, Peer Mentor or Anti-Bullying Ambassador) if they are being bullied and if the bullying continues they must keep on letting people know.

3.2 All the staff in our school take all forms of bullying seriously and seek to prevent it from taking place. All members of staff are given guidance on the School's Anti-Bullying Policy and on how to react to and record allegations of bullying. Staff are encouraged to implement the policy in all areas of school life.

3.3 If a member of staff witnesses an act of bullying, they will either investigate it themselves or refer it to the appropriate Class Teacher/Form Tutor/Club President/Housemaster/Housemistress or SLT member. Teachers and support staff, which may include the Wellbeing Manager, School Nurse, SENCO or Chaplain, do all they can to support the child who is being bullied. The parents of the

bully and victim will be contacted at the appropriate stage by the member of staff dealing with the case. Pupils who have engaged in bullying behaviour will be subject to appropriate disciplinary sanction and will also, where possible, be supported in learning different ways of behaving.

- 3.4 Pupils have the opportunity to tell us their views about a range of school issues, including bullying, in circle time, Life Skills, PSHE lessons, tutor periods/interviews, Peer Mentor sessions, Club/House meetings and via the School Councils.
- 3.5 The law empowers members of the School staff to impose disciplinary penalties for inappropriate behaviour and this includes the regulation of behaviour of pupils when they are off the School site. This is of particular relevance to incidents of cyberbullying.
- 3.6 Pupils have been given responsibilities such as Peer Mentors and Anti-Bullying Ambassadors which provide a mediatory body between the victim and members of staff. These appointed pupils have been given training and are aware of the procedures to follow when an issue is brought to them.

4. RESPONDING TO INCIDENTS OF BULLYING

- 4.1 When bullying is known to have taken place, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. The School is committed to a "no blame" approach at the outset where children are encouraged to discuss the problem together to find a solution. This is facilitated by a pastoral member of staff and with the agreement of the victim and perpetrator. Any further action taken is in line with the School's Behaviour Policy and in severe cases of persistent bullying may result in permanent exclusion from the School.
- 4.2 As with any pastoral matter, minutes and notes of conversations between staff, pupils and parents will be taken and kept in the appropriate pupil file. Each part of the School keeps a separate record of all bullying incidents in order to record and review individual cases and track trends. This information is kept by the respective Head of Pastoral Care and passed on following a "need to know" protocol.
- 4.3 All three schools are committed to the eradication of bullying. We therefore do all we can to prevent it by fostering a School ethos in which bullying is regarded as unacceptable. Teachers use a range of age-appropriate methods to help prevent bullying and to establish a climate of trust and respect for all. Teachers also use praise to reward and celebrate the success of all children, thus creating a positive learning environment.
- 4.4 The School carries out audits of the effectiveness of anti-bullying strategies. This includes consultation with the School Councils and all members of the School community in order to improve its practice.
- 4.5 Even the youngest of children, in our Pre-Prep School and Early Years Foundation Stage, are encouraged to behave towards each other with kindness and consideration. Pupils understand why some forms of behaviour is unacceptable and hurtful to others and this is supported by the 'Golden Rules.' The Pre-Prep School does not use the term 'bullying'.

5 THE ROLE OF THE HEADTEACHERS

- 5.1 To ensure that all staff implement the School Anti-Bullying strategy and that all staff (both teaching

and non-teaching) are aware of the School policy and know how to deal with incidents of bullying. The Heads of the three Schools will report annually to the Governing Body about the effectiveness of the Anti-Bullying Policy.

- 5.2 To ensure that all children know that bullying is wrong and that it is unacceptable behaviour in this School.
- 5.3 To ensure that all staff receive sufficient training and guidance to be equipped to deal with all incidents of bullying.

The Heads of the Schools set the climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

6. THE ROLE OF THE GOVERNORS

- 6.1 The Governing Body supports the Heads of the Schools in promoting good behaviour; this includes the elimination of bullying. This includes a review of strategies and policies in order to ensure the wellbeing of pupils.
- 6.2 A parent who is dissatisfied with the way the School has dealt with a bullying incident can ask the Governing Body to look into the matter via the School's Complaints Procedure.

7. THE ROLE OF PARENTS

- 7.1 Parents should be aware of the signs of bullying and should look for unusual behaviour in their children. For example they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard. Parent should make sure their child is fully aware of the School procedures concerning bullying and that they must not be afraid to ask for help.

The following agencies are available for support and advice

www.childline.org.uk/bullying/asp
www.kidscape.org.uk (helpline 08451 20204)
www.parentlineplus.org.uk (helpline 08088 002222)

- 7.2 Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact an appropriate member of staff immediately: for example, the Form Tutor, Club President, Housemaster or Housemistress. If they are not satisfied with the response, they should contact the relevant Head of Pastoral Care followed by the Headmaster or Headmistress. If they remain dissatisfied, they should follow the School's Complaints Procedure.
- 7.3 Parents have a responsibility to support the School's Anti-Bullying Policy and to actively encourage their child to be a positive member of the School community.

8. CYBERBULLYING

- 8.1 Definition

The definition of bullying above applies equally to actions perpetrated using computers, mobile devices or electronic media. The following non-exhaustive list provides some examples:

- bullying by text or voice messages or calls on mobile phones;
- use of mobile device cameras to humiliate, cause fear or distress or to film violent attacks;
- posting threatening, abusive, and defamatory or humiliating material on websites or social networking sites;
- hijacking email accounts;
- setting up false social networking profiles.

See the School's Social Media Policy for further information.

8.2 Cyber bullying and the law

The Communications Act 2003 makes it a criminal offence to send menacing and threatening communications and the Education and Inspections Act 2006 gives Headteachers "to such an extent as is reasonable" the power to regulate the conduct of pupils when they are off-site. This act also provides a defence for school staff to confiscate items such as mobile phones from pupils.

8.3 Prevention of cyberbullying

The School is committed to educating its pupils in the proper use of mobile devices and computers through ICT lessons, Life Skills, PSHE, assemblies and through House and Club meetings. This includes regular online safety year group talks to update pupils which include the consequences of misuse. Staff are trained to respond effectively to any allegations or reports of cyberbullying and have systems in place to respond to it.

The Online Safety guidance in the School's ICT Acceptable Use Policy gives details on the blocking of access to inappropriate websites and pupils are bound by the School's AUP when using the School's ICT facilities and mobile devices on the School site.

8.4 Statement

The School reserves the right to take action against those who take part in cyberbullying. It will support victims and, when necessary, will work with the police to detect those involved in criminal acts. It will also use the full range of powers and sanctions to punish those who bully pupils or staff in this manner.

8.5 Advice to pupils and parents

Pupils should report any suspected cyberbullying incident to the relevant member of staff in their School or to their parents. They should not answer abusive messages but log and report them. Messages should not be deleted. The School is committed to working with parents to ensure that all pupils are aware of the serious consequences of getting involved in anything that might be seen to be identified as cyberbullying.

8.6 Advice to staff

If a member of staff suspects or is told about a cyberbullying incident he/she should ask the pupils to show him/her the mobile phone and note down the offending text message including the date

and time. In the case of a computer, if possible, he/she should obtain a printed version of the material in question. He/she should inform the relevant senior pastoral member of staff and the Network Manager.

Teachers may become victims themselves of cyberbullying and should report any incidents immediately to a senior member of staff. This will be treated in confidence and they will receive support including taking of any appropriate action against pupils. They should follow the advice laid out for pupils above.

Staff are educated on the acceptable use of School ICT and work in accordance with the "Safe Working Practice" document (2007) by not contacting pupils or parents using their own email addresses or personal mobile phones.

9. BULLYING OF STAFF

- 9.1 The School is committed to the support of staff who may feel they are being bullied by pupils, parents or another colleague. Staff should approach their Line Manager in the first instance; if the source of the bullying is their Line Manager then they should approach a member of the SLT or the HR Manager and the issue will be dealt with in accordance with the School's policy.