



Anti-Bullying Policy

Anti-Bullying Policy takes seriously its obligation to ensure that pupils and staff enjoy a safe working environment. The school believes that all people in the school community have the right to learn and teach in a supportive, caring, and safe environment without fear of intimidation or being bullied. Every individual in school has the duty to report an incident of bullying whether it happens to themselves or to another person. The school promotes a culture in which students are not afraid to report bullying, actively encouraging the reporting of incidents in order that interventions can be made. The school strives to be a community in which everybody feels valued and safe and within which individual differences are accepted, tolerated, and regarded positively. Every student has the right to enjoy school. Bullying issues form a key part of the school's Wellbeing.

1. What is bullying?

Bullying is any behavior which hurts, injures, threatens, or frightens. It takes many forms but includes:

- Physical violence; punching, hitting, and pushing
- Mocking, ridiculing, or tormenting somebody
- Offensive, racist name calling or using any obviously hurtful names
- Sexist remarks
- Gossiping and spreading rumors
- Exclusion, deliberately ignoring someone and encouraging others to do the same
- Insulting someone
- Threatening or intimidating behavior
- Taking and damaging property
- Offensive telephone calls, emails, and text messages to others

2. What is Cyberbullying?

It is bullying that takes place over digital devices like cell phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. It can also include



harassment or cyberstalking, defamation or vilification, impersonation, unauthorised publication of private images, manipulation, or peer rejection.

3. Special Concerns

Cyberbullying has unique concerns in that it can be:

Persistent – Digital devices offer an ability to immediately and continuously communicate 24 hours a day, so it can be difficult for children experiencing cyberbullying to find relief. **Permanent**

– Most information communicated electronically is permanent and public, if not reported and removed. A negative online reputation, including for those who bully, can impact university admissions, employment, and other areas of life.

Hard to Notice – Because teachers and parents may not overhear or see cyberbullying taking place, it is harder to recognise.

There are many different methods by which cyberbullying takes place. The following list is not exhaustive; while the development of information and communications technology is so rapid new styles of cyberbullying are emerging constantly. Moreover, young people are particularly adept at adapting to new technology.

The most common places where cyberbullying occurs are:

- Social Media, such as Facebook, Instagram, Snapchat, and Twitter
- SMS (Short Message Service) also known as Text Message sent through devices
- Instant Message (via devices, email provider services, apps, and social media messaging features)

4. Actions for those being bullied.

Who can you turn to if you are bullied?

- Your parents
- Your close friends
- Your form tutor
- Form Liaison whom you trust
- Your Head of Year/Head of Section
- Any member of the Senior Leadership Team
- Any teacher with whom you feel you have a relationship of trust
- The school Nurse and office staff





- Student Support Counselor

5. Preventing Bullying.

What can you do to prevent bullying?

- Respect yourself and others.
- Try to create a relaxed atmosphere in school for everybody.
- Do not follow friends when you disagree with what they are doing.
- Learn to be tolerant and broad minded and to rejoice in individual differences.
- Be aware of the school's anti bullying policy and give it your full support.
- Sometimes bullies exclude people. If you are popular and have a positive peer group, include the victim in your activities.

6. Assurances about Bullying.

What assurances can the school provide on bullying?

- We take a zero-tolerance stance.
- We always expect a high standard of behavior.
- We aim to provide a safe and caring environment for everybody.
- We have a policy for detecting, preventing, and dealing with bullying.
- We cover bullying issues.
- We have a (counselor) that provides genuine support to students which includes but is not limited to restorative justice sessions and peer support.

How can parents help?

- Show a real interest in your child's social life and in school events.
- Encourage your child to have friends' round, to join clubs and to be tolerant and broad minded towards others.
- Build up your child's self-esteem by emphasizing positive features and accepting individual characteristics.
- Discuss the school's anti-bullying policy with your child and suggest positive strategies if his/her rights are abused.





- Do not tell your child that bullying is part of growing up or imply that it is in any way acceptable.
- Encourage your child to act on bullying, but do not tell him/her to retaliate either physically or with name calling.
- Show an example by being firm but positive and not aggressive in your approach to discipline. • Confront the possibility that your child may be a bully. If the school contacts you suggesting that your child may have been involved in bullying, try not to go on the defensive or to find excuses for the bullying behavior. Work constructively with the school to find a solution to the problem.
- If your child is being bullied, please report it; the school can then act.

What disciplinary structures exist to deal with incidents of bullying? Please refer to the school’s *Disciplinary Code of Conduct*.

Preventive Action and Awareness Initiatives

Staff Awareness: All teachers have a vital role to play as they are at the forefront of behavior management and supporting students’ sense of well-being. Teachers provide students with a framework of behavior, set a good tone, and help create a positive atmosphere, in line with the school’s ethos and policies.

Meeting time is dedicated to reviewing the behavior and discipline policies and other relevant policies, including the anti-bullying policy; discussing school ethos, routines, and procedures; updating staff on any changes or current issues. Staff are directed at the beginning of the year to policies containing the school’s behavior and discipline policy, this anti-bullying policy and other relevant policies. Throughout the year, pastoral meetings and INSET may focus on an aspect of behavior for learning and classroom management, the sharing of policy development and procedures, or the sharing of tools and strategies for restoring justice and dealing with problems between students or dealing with bullying.

Curriculum opportunities to stop bullying: Across all curriculum areas, students are encouraged to develop their empathy skills and to express themselves clearly. Fostering an ethos of caring for one another and promoting an atmosphere of mutual respect is a large part of the preventative intervention strategies used by the school.

Review of Policy

The bullying policy is monitored and reviewed on an annual basis.

Policy Details	
Version date	September 2020
Last review	September 2021
Next review	September 2022
Responsible SLT	SLT & Top Management