ANTI-BULLYING POLICY

1.   **Policy.** An awareness of both the existence of different types of bullying, and of strategies with which to combat it, is essential in a civilised and tolerant environment. The bully makes the victim's life miserable and intolerable by means of insinuation, verbal assault or physical violence. As a Church school, we approach incidents of bullying within the context of our Ethos Statement. The School's Student Protection and Safeguarding Policy also covers some related matters, including the recognition that bullying may constitute child on child abuse. The staff, students and other members of the School community will not tolerate bullying in any form and the sternest measures will be taken against any individuals or groups of individuals who engage in such anti-social activity.

2.   **Content.** Four main facets of bullying are:

    a. Indirect - excluding someone from social groups, giving looks or glances designed to intimidate or unsettle

    b. Verbal - name calling, insulting, derogatory or discriminatory remarks.

    c. Physical - hitting, kicking, taking belongings, damaging personal property.

    d. Cyber Bullying – use of text messages or web spaces/e-mails/blogs etc to either send offensive materials or post them for others to view.

3.   There is no legal definition of bullying, but it is here defined as behaviour that is repeated and intended to harm either physically or emotionally. It takes many forms, including physical hurt, name calling, teasing, making threats, unkind behaviour intended to humiliate or embarrass and cyberbullying. Some individuals may be more prone to bullying, including those with SEND and health issues, children who are LGBT and children from racial or religious minorities.

4.   Included within this definition is behaviour that is homophobic, bi-phobic or directed against transgender members of the school community.

5.   Misogynistic and sexist language and behaviour is also included – whether this is expressed face to face or in digital form.

6.   Repeated behaviour that targets someone because of their race or religion is also likely to meet the definition of bullying.

7.   Some forms of bullying are illegal. These include violence or assault, theft, repeated harassment or intimidation, threatening or abusive phone calls, texts or online messages, and hate crimes. If the School suspects any illegal conduct, the Police will be informed.

8.   It is considered that the isolated angry remark, made when tempers have flared and a temporary loss of control has resulted, is highly regrettable. However, it is important to recognise that this is not the same as persistent and/or calculated acts committed for the purpose of making an individual or group of individuals unhappy, fearful etc.

9.   Much bullying is "unconscious" in the sense that the "bully" may simply not appreciate the effect of his conduct on others: a "bit of fun" may be a source of untold misery for the individual on the receiving end. This type of "bully" is not usually a vindictive individual; more typically he will be an ebullient, dominant, and often physically mature student who lacks the social

maturity to perceive the impact of certain forms of conduct upon others. Staff can be most effective in dealing with this type of bullying and often little further action is required.

10.   Bullying is often hard to identify and the question of how to respond to it can be difficult: it is a matter requiring considerable care and tact on the part of the teacher. However, all complaints of bullying are to be investigated thoroughly and the appropriate persons informed if a significant problem appears to exist or to be developing. Any parental concerns to the School should be treated with the greatest seriousness.

11.   All staff have a role to play in combating bullying. It is not only the responsibility of the form tutor to be vigilant but also subject teachers, staff on duty and support staff.

12.   Cyber bullying can be a pervasive problem which is difficult to tackle and (sometimes) difficult to detect. Cases of cyber bullying may be dealt with as if the offence was perpetrated in School irrespective of where and when the materials are posted.

13.   Serious cases of bullying will be dealt with by the appropriate pastoral staff. Further action may include detentions, parental meetings with senior staff and, in the most serious cases, exclusion.

14.   **Procedure.** A parent who suspects that their child is being bullied should contact a Head of School. Students are encouraged to raise any issues with their tutor, Head of Year, Head of School, the Chaplain or any trusted adult. Additionally, students may use The Student Voice to submit a concern.

   a. It is necessary for all staff and students to be vigilant, pro-active and sensitive to the needs of others.

   b. Whoever discovers an act of bullying is to report it swiftly to the victim's tutor, or teacher on duty.

   c. Where there is a suspicion of bullying, the alleged victim's tutor, or Head of School, is to be alerted.

   d. The tutor/teacher is to report it to the Head of School.

   e. Heads of School, and their Assistants, are to consult with the tutors (of both victim and bully) and deal with the incident as appropriate.

   f. If appropriate, an investigation is to begin immediately.

   g. Statements are to be taken from the alleged victim, alleged bully and any witnesses. CCTV may also be consulted.

   h. Parents (of both victim and perpetrator) are to be informed.

   i. Sanctions may be imposed in accordance with the Behaviour Policy.

   j. Awareness of the causes and effects of bullying are to be promoted through the tutorial and assembly programme.

   k. Heads of School are regularly to remind students that bullying is not acceptable in this School.

15.   **Monitoring.** Heads of School, in consultation with their tutorial teams, are to review practice on a regular basis, in the light of known incidents of bullying.