

# Sir Roger Manwood's School



## Anti-Bullying Policy

**Date of Approval: October 2018**

**Next Review: October 2021**

# ANTI-BULLYING POLICY

School Aims include the following:-

To help pupils to develop personal, spiritual and moral values, an understanding of religions and beliefs, a tolerance of others and their ways of life.

Uphold the principle of equal opportunity and ensure that each member of the school is held in proper esteem. To cultivate an open and secure atmosphere for pupils.

## 1. Policy Statement

Sir Roger Manwood's School is committed to its endeavours to prevent and tackle bullying by working in three major ways:-

1. To prevent bullying taking place.
2. To encourage a climate where any instances are quickly reported.
3. To deal with any reported instances speedily and effectively vis a vis both the victim(s) and the bully(ies).

Working in these ways supports the ultimate objective, namely, that all children have the right to exist in an environment free from abuse, intimidation and humiliation.

## 2. Definition of bullying

The School has adopted the DFE definition of bullying Education.

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- Often aimed at certain groups, for example because of race, religion, gender or sexual orientation.

It takes many forms and can include:

- Physical assault
- Teasing
- Making threats
- Name calling
- Cyberbullying – bullying via mobile phone or online (for example email, social networks and instant messenger)

Bullying can include: name calling, taunting, mocking, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

It is also recognised that the inappropriate behaviour listed is not always bullying and is not always unprovoked. Bullying is on a continuum of behaviour and experience has demonstrated that it is often more complex than a straightforward victim – perpetrator behaviour pattern.

### **3. Why bullying is an issue:**

Bullying can seriously damage a person's confidence and happiness, impact on their peers and the community. For example:

- In the short-term the impact to the victim can include feeling unhappy or scared, reluctance to attend the environment where the bullying takes place, impact upon self esteem, withdrawal from family or peer relationships.
- If bullying continues then this can lead to serious and prolonged emotional damage to the victim. A young person may self-harm or even attempt to commit suicide because of bullying.
- If unchallenged, children and young people who bully others are unlikely to stop.
- Those who witness bullying often harbour the fear that it could happen to them next.
- Unacceptable patterns of behaviour spilling out into the community because of incidents of bullying.

By promoting a non-bullying ethos and self-esteem, our children are less likely to display other anti-social behaviours or misuse their power in adulthood.

### **4. Forms of bullying covered by this Policy**

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying.

### **Procedures**

Incidents of bullying must be investigated promptly and objectively in order to find out the facts of the matter; where instances of bullying have been found, action involves communication with parents, making all appropriate staff aware, appropriate sanctions and counselling. Careful monitoring of the situation should be continued after the incident has been dealt with.

The School's pastoral system seeks to create a climate in which any cases of bullying are speedily reported by the great importance put on the role of the Form Tutor. In some cases the Form Tutor will wish to involve the Head of Year, Deputy Head or the Headmaster. Written records of bullying incidents should be kept and held in the appropriate pupil's record files.

The topic of bullying is delivered through PSHE, RE, drama, assemblies and where it occurs naturally within the curriculum; it seeks to investigate the issues of bullying, identify what constitutes bullying and the nature of bullies and their victims. Pupils should be able to discuss the topic openly.

Pupils are encouraged to develop self-esteem, assertiveness and friendship groups which discourage more negative behaviour patterns and improve resilience. They will be given advice and strategies to empower them in respect to their own situation and perceived needs.

The School will work with staff and outside agencies to identify and address all forms of prejudice-driven bullying.

## **5. Implications of the Policy for Staff**

It is expected that staff will deal with pupils in a non-intimidating way themselves, being sensitive to their needs and fears and that they are prepared to investigate ANY reported instances of bullying. Where a member of staff who is not a Form Tutor is approached, he or she should ask the pupil concerned for permission to pass on the information to the Form Tutor. This need not preclude other members of staff being involved with the resolution of a bullying incident, where this is desired by the pupils concerned. Form Tutors should not feel threatened or undermined by pupils preferring to discuss these matters with another member of staff.

Particular vigilance is needed at Breaks, during lunch hour and in between lessons when behaviour potentially becomes less disciplined out of the classroom situation. A formal approach to registration and a prompt start to lessons can help to reduce the opportunities for such behaviour.

Staff will be expected to be aware of and involved in discussions, monitoring and review of our Anti-Bullying Policy. They are also expected to promote the whole school ethos inherent in the policy and to participate in support of training available.

## **6. Implications of the Policy For Parents and Carers**

Parents will be encouraged to watch out for possible signs of worry or stress at home or school, whatever the cause and to report their concerns to the appropriate staff in the knowledge that they will be dealt with promptly and sensitively. Parents will be asked to inform the school of any actual or suspected incidence of bullying, whether or not their own son or daughter is directly involved.

We will work with parents, carers and the local community to address issues beyond the school gates that give rise to bullying.

## **7. Implications of the Policy For Pupils**

All pupils will be expected to promote and participate in the whole school ethos with respect to anti-bullying and our Anti-Bullying Policy.

Pupils are expected to respond to the lessons learned of mutual respect and tolerance and to treat others, as they would wish to be treated themselves. Pupils must be encouraged to approach their Form Tutor, or any other member of staff, or a trusted pupil with information about bullying. If a pupil is the first person to learn about the bullying they are then encouraged to share information with the appropriate adults.

They will realise that by supporting or condoning bullying by others, they are also responsible for the prolonging of such behaviour and the creation of unacceptable conditions for others.

Pupils who have been bullied or involved in bullying will be offered support from the school to help them address their issues.

## **8. Links across the School**

This policy inter-links with a number of other areas in school. These include PSHE and Citizenship, Racial Incidents, Behaviour, Complaints and Confidentiality.

## **9. Monitoring and Review**

Application of the Anti-Bullying Policy will be monitored. Guidance from the DFE and Kent County Council will continue to be used to inform this Policy.

## **10. Responsibilities**

It is the responsibility of all members of the School Community to promote and enhance the whole school ethos that bullying is not acceptable and not tolerated and when not prevented, addressed swiftly. Governors and staff will lead the communication, implementation, monitoring and review of this Policy.