

Earlscliffe (Earlscliffe Ltd)

Policy: Anti- Bullying

Member of SLT responsible: Deputy Head (Pastoral & Boarding)

Date of review: November 2024

Date of next review: June 2025

Statement of Intent

This policy is applicable to all students in the school. Bullying is unacceptable and unwanted at Earlscliffe.

This policy follows the guidance given in “Don’t Suffer in Silence” and “Safe to Learn: embedding anti bullying work in school.”

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Anti-bullying tenets are communicated to students within the general curriculum (as outlined in the Curriculum Policy statement) through PSHE, RSE and sessions at Forum led by Senior Tutors.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying uses ICT, social websites, mobile phones, text, email, to deliberately upset someone. This can take the form of threat, intimidation, defamation, exclusion, unauthorised publication of private information or images, invasion of personal space

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are engaged in bullying behaviour need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- is frightened of attending school
- doesn't want to go on the school coach
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant or miss lessons
- becomes withdrawn anxious, or lacking in confidence
- starts stuttering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- uniform clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has Tuck Shop or pocket monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Reporting Bullying Incidents

- During Induction students are made aware that they must report any Safeguarding or Bullying concerns to any member of staff.
- Students who are bullied or witness another student being bullied are encouraged and supported to speak to any of the following members of staff, Group Tutor, House Manager, Senior Tutor, School Nurse, Deputy Head (Pastoral & Boarding), Deputy Head (Academic), Headteacher
- Students can also share their concerns with friend who will alert a member of staff
- Staff report all bullying incidents to the Designated Safeguarding Lead, a member of the Senior Leadership Team or Headteacher for further investigation and support.
- Staff will also record bullying incidents on CPOMS

Our Community:

- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our students are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the outside agencies and other relevant organisations when appropriate.

Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- The Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection.
- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed.
- Where the bullying of or by students takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated.
- Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
- A clear and precise account of bullying incidents will be recorded in the school system in accordance with existing procedures.
- This will include recording appropriate details regarding decisions and action taken.

Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, suspension or even exclusion will be considered
- If possible, the students will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use the following methods for helping children to prevent bullying. As and when appropriate, these may include:

- reading the Student Guide
- signing a behaviour contract
- writing stories or poems or designing anti-bullying posters
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters

Staff Guidance

Staff can refer to Department for Education (DfE) guidance:

Preventing and tackling bullying

Advice for parents and carers on cyber bullying

Cyber bullying: advice for headteachers and school staff

HELP ORGANISATIONS:

ChildLine	0800 1111
KIDSCAPE Parent Advice Line:	0300 102 4481 WhatsApp: 07496 682785 www.kidscape.org.uk
UK Government	www.gov.uk/bullying-at-school
Family Lives	0808 800 2222