



Anti-Bullying Policy (including EYFS)

Goodwyn School

This policy covers all pupils from age 3 – 11 years across the School.

DEFINITION OF ANTI-BULLYING FOR PURPOSES OF THIS POLICY: As defined by the Department for Education...

'Bullying is behaviour by an individual or group, which may or may not be repeated over time, that intentionally hurts another individual or group either physically or emotionally. Whilst bullying is often characterised by being repeated over time, the school will not hesitate, when appropriate, to classify a single serious incident as bullying, and will deal with the situation in accordance with this policy.

Bullying can take many forms (for instance, cyber-bullying via text messages or the Internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, culture, gender, sexual orientation, special educational needs and disability or because a child is adopted or has caring responsibilities. It might be motivated by actual difference between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.' It may occur directly or through cyber-technology (social websites, mobile phones, text messages, photographs and email. Cyber-bullying is the use of emerging technology such as mobile electronic devices and the Internet to intimidate others is an increasing national trend. Bullying by text, email, social media sites, apps or phone calls often leave no physical scars but can be highly intrusive and hurtful. The School will enforce strictly its policies with regard to the use of mobile electronic devices and the Internet and will continue to monitor closely all e-communications used on the School site. Further details on these matters can be found in the Online Safety Policy. The School reserves the right to review electronic material held or accessed by any pupil in the School including their email account and their mobile electronic device.

STATEMENT: Bullying will not be tolerated in any form. Pupils are encouraged to speak out if they are being bullied or aware of someone who is being bullied. Bullying is prevented as far as is reasonably practicable and where examples are communicated this policy will be implemented as set out. All allegations of bullying will be thoroughly investigated and the punishments will be severe and can include suspension or expulsion. Bystanders also have a role to play in reporting acts of bullying.

TYPES OF BULLYING: There are various types of bullying, but most have three things in common: 1. It is deliberately hurtful behaviour. 2. It can be repeated over time. 3. There is an imbalance of power, which makes it hard for those being bullied to defend themselves. The mental health of children at Goodwyn is paramount and any form of bullying is believed to have a serious impact on well-being.

Bullying may take various forms, including:

Physical Kicking, hitting, pushing, and intimidating behaviour or interference with personal property,

Verbal/Psychological Threats, taunts, shunning/ostracism, name-calling/verbal abuse or the spreading of rumours.

Racist Bullying Physical, verbal, written, on-line or text abuse or ridicule based on differences of race, colour, ethnicity, nationality, culture or language. Religious-based Bullying Negative stereotyping, name-calling or ridiculing based on religion, faith or culture.

Sexist Bullying Use of sexist language or negative stereotyping based on gender.

Sexual Bullying Unwanted/inappropriate physical contact or sexual innuendo.

Homophobic Bullying Name-calling, innuendo or negative stereotyping based on sexual orientation or use of homophobic language.

SEN/Disability Bullying Name-calling, innuendo, negative stereotyping or excluding from activity based on disability or learning difficulties.

Gifted/Talented Bullying Name-calling, innuendo, ostracism or negative peer pressure based on high levels of ability or effort.

Cyber/Virtual Violence Bullying Abuse on-line or via text message, interfering with electronic files, setting up or promoting inappropriate websites and inappropriate sharing of images from webcams/mobile phones.

Peer on Peer Bullying Abuse can take the form of sexual harassment, physical abuse, Sexting (youth-produced sexual imagery), initiation/hazing type violence and rituals.

Prejudice based Bullying Due to a protected characteristic (See PSHE Policy list) bullying in respect of a protected characteristic is to be taken particularly seriously.

It is against the law to discriminate against someone because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

AIMS:

- The School is committed to the health, safety and well-being (both physical and emotional) of all of its community members and will deploy stringent and active measures to safeguard these aims with a zero tolerance approach and provide a safe environment in which the community can develop
- The School has a planned education programme relating to Anti-Bullying involving the development of skills, starting from the Early Years, which identifies learning outcomes appropriate to pupils' age, ability and levels of maturity on the effects of bullying through our PSHE scheme of work, assemblies, drama, and social awareness projects (KS2) to avoid prejudice-based language and opinions
- To make clear the School encourages pupils to speak out with assurances each situation will be taken very seriously
- To be vigilant in looking for signs of bullying and be readily available to listen to pupils who feel they have been subjected to bullying
 - Abuse will not be tolerated or passed as mere 'banter' or 'just a joke' or considered within the realms of 'boys will be boys'- action will be taken in line with the Behaviour Policy to provide a clear sanction NB Initiation ceremonies may also equate to bullying.
 - To keep detailed records to enable patterns of behaviour to be easily identified
- To fulfil its responsibility relating to government guidance (Children Act 2004) and the legislative obligations under the following: Human Rights Act 1998, Race Relations (Amendment) Act 2000 and DfE guidance Preventing and Tackling Bullying 2017.

ANTI-BULLYING PROCEDURE

Advice to pupils: If you are being bullied:

- Be firm and clear, look the person in the eyes and tell them to stop
- Get away from the situation as quickly as possible
- Tell an adult what has happened straight away.

After an incident of bullying:

- Tell a teacher or another adult in the School
- Tell your family
- Ask a friend to come with you if you need support in telling a teacher or an adult
- Keep on speaking up until someone listens
- Do not blame yourself for what has happened. When talking about bullying with an adult be clear on:
 - What has happened to you
 - How often this has happened to you
 - Who was involved
 - Who saw what happened to you
 - Where it happened to you
 - What you have done about it already.
- Other children affected by the incident will have the opportunity to chat in a safe place

Advice to parents/guardians:

- Make time to talk to your child and ensure that s/he is happy at school
- If your child's behaviour changes, try to establish the reasons why
 - If the situation does not improve, contact your child's Class Teacher for an informal chat
- If the problem persists, make an appointment to discuss the matter in person as soon as possible
- If you believe your child is being bullied contact the Class Teacher immediately, they will take the matter very seriously, follow the procedure set down in this policy and keep you informed at every stage of the enquiry
- It may be that following initial enquiry the matter will be investigated by a member of SLT who will draw up a plan of action for a successful outcome
- Warning letters will be issued in the first instance, however, in certain cases a suspension may be imposed
 - Further occurrences of bullying could result in an expulsion.

Advice to staff: Signs of bullying:

- A child's behaviour may change suddenly, they may have become depressed or withdrawn
- They may start avoiding school for no obvious reason
- They might seem happy at home but miserable at school
- They may have unexplainable bruises, scratches or other physical injuries.

Support for the child:

- Listen to them and reassure them that you believe them
 - Take their feelings and worries seriously
 - Talk through their options with them
 - Support them by standing up to the bully
 - Follow up claims as soon as possible
 - If a parent/guardian has made contact, set a deadline for resolution and stay in regular contact with them
 - If the situation cannot be resolved effectively or you feel you are unable to cope, refer the matter immediately to a member of the School Management Team
 - Keep accurate records and attach a copy to the pupil's file and continue to monitor the situation.

Perpetrators

- Perpetrators will be assessed if necessary by the School Counsellor and given support with how to handle friendships and good communication skills. Consideration will also be

given as to whether perpetrators are repeating behaviour which they themselves have experienced.

Sanctions

If it is deemed as orange behaviour on our behaviour matrix (criteria: hurting others physically or through words) SLT will become involved and the parents/guardians of the perpetrator/s will be informed by email/telephone. Sanctions will then be applied in line with the School's Behaviour Policy.

Parents/guardians will be invited into the School to discuss the matter and a formal warning or a disciplinary sanction may be given.

These cases are recorded in the bullying log which will indicate whether a bullying incident is related to one of the protected characteristics, to assist in the school's periodic analysis of the log for patterns and trends.

In very serious cases, it may be necessary to make a report to the Police or Social Services. The School will attempt to resolve such issues internally using its own disciplinary sanctions.

Pupil surveys will be used to facilitate an understanding of the level and type of bullying that pupils might have experienced.

Incidents of reported bullying will be followed up by Class Teachers and SLT including those in the EYFS setting to monitor that the problem has been resolved.

GENERAL INFORMATION:

The School's Position

No school has the answer to every problem, and no single method can be used to deal with all bullying incidents.

The School's reaction will depend upon the circumstances and each case will be treated individually.

The development of new ideas continues and we are aware of the need to ensure that all our pupils, parents/guardians and staff have an understanding of bullying. Our procedure is clear and the issue of bullying is covered within the curriculum.

Anti-Bullying Education in the Curriculum

The School will raise the awareness of the anti-social nature of bullying through a PSHE programme (Personal, Social and Health Education), school assemblies, the Student Council, developing resilience to bullying and ensuring that they understand how to report it, should it happen.

- The SLT will liaise with the PSHE Subject Leader to ensure an anti-bullying programme forms part of the PSHE course (including the recognition of protected characteristics in the curriculum to help children understand them).

- Teachers are responsible for introducing anti-bullying material in their programmes of study as appropriate in the curriculum to teach the pupils how to deal with online

bullying, guard against it happening, develop their resilience and know how to deal with it if it happens.

- Teachers will ensure that opportunities for a cross curricular approach will be maximised in for example, drama, stories, history and literature.
- Events such as anti- bullying week and online safety week will be marked with guest speakers and activities.

The School will raise awareness of staff through training and INSET.

CONSEQUENCES OF BREACH OF POLICY:

Any pupil/student found to be bullying other members of the community can be expected to face disciplinary consequences.

BOUNDARIES: This policy applies within and around the School gates, when a pupil is identifiable as a member of the School, for example, at public transport stops and when travelling to and from school, on school trips (residential and non-residential), and anywhere on the School grounds.

Where any form of cyber-bullying affects another pupil in the School or may bring the reputation of the School into disrepute, the School reserves the right to be involved whether the electronic material was produced within the School or outside. Pupils must be aware that some forms and levels of cyber-bullying are illegal and the School will inform the police when necessary.

SPECIFIC AREAS OF RESPONSIBILITY: SLT will ensure that the School has a policy and these are known to all members of teaching staff. SLT has a legal duty under the Independent Schools Standards to draw up procedures to prevent bullying among pupils and students.

SLT will:

- Determine the strategies and procedures
- Discuss development of the strategies with the School Management Team
- Ensure that the procedures are brought to the attention of all staff, pupils and parents/guardians
- Be responsible for the day-to-day management of the policy and systems
- Ensure that there are positive strategies and procedures in place to help both the bullied and bullies
- Keep the Class Teacher informed of all incidents
- Arrange relevant staff training to raise awareness, so that the principles of the school policy are understood, legal responsibilities are known, action is defined to resolve and prevent problems, and sources of support are available; ensuring that all know how to access specialist support to understand the needs of their pupils, including those with special educational needs or disabilities, and lesbian, gay, bisexual and transgender (LGBT) pupils
 - Ensure that all staff have an opportunity to discuss strategies and review them

- Determine how best to involve parents/guardians in the solution of individual problems

Class Teachers will:

- Be responsible for ensuring that the School's positive strategies are implemented
- Know the School's procedure and deal with any reported incidents.
- Be responsible for liaising with other staff over all incidents involving pupils in their class
- Be involved in any agreed strategy to achieve a solution
- Participate in the Anti-Bullying programme in PSHE and assemblies
- Be aware of how anti-bullying is taught within the curriculum.

All Staff: All staff will:

- Know the policies and procedures
- Be observant and ask pupils what is happening to them
- Deal with incidents according to this Policy
- Never let any incidences of bullying pass by unreported, whether on-site or during an off-site activity.

DEALING WITH INCIDENTS:

- The incident will be investigated initially and immediately by the teacher approached, the SLT will be informed immediately
- The details of the incident will be recorded on a 'Disclosure Form' (available in the Staff Room and in the teacher resource area online) and the Class Teacher will be informed
- Staff teaching the bullied pupil will be informed by the Class Teacher who will determine, in consultation with the SLT, the appropriate strategy and plan of action to combat the bullying
- Involving parents: the school works with parents both in preventing bullying and also in achieving a solution if bullying has occurred through involving all parents at the earliest point in the process and working with them to ensure that behaviour is followed through from school to home and carefully thought out emotional support is provided.

Sanctions against the bully will be determined by the SLT.

A bullying incident should be treated as a child protection/safeguarding concern when there is reasonable cause to believe that a child is suffering or likely to suffer significant harm;

- If it is believed that a bullying incident amounts to a criminal offence, the police should be informed.

COUNSELLING AND SUPPORT: If there is a perceived need for counselling and external support the School would, in appropriate cases, arrange guidance, professional services and or counselling for both bullies and the bullied.

Whilst staff are always willing to offer sensitive advice and support to pupils, they should be aware that any information divulged to staff about illegal activity cannot be held in confidence and will be passed to the SLT

Useful Numbers

ChildLine 0800 1111

Children's Commissioner: The Office of the Children's Commissioner Sanctuary Buildings 20 Great Smith Street London SW1P 3BT Tel: 020 7783 8330 Email: info.request@childrenscommissioner.gsi.gov.uk

MONITORING AND EVALUATION:

This policy is available on the school website, electronic staff shared work area and by request from the SLT. The effectiveness of this policy and the School's anti-bullying strategies will be evaluated annually through a review of the bullying incidents logged by SLT and analysis of information regarding gender, age and ethnic background.

KEY CONTACTS:

Senior Leadership Team

Mr Struan Robertson

Mrs Glynis Hobden

Ms Lisa Woolfe (and DSL)

DSL

Sheryl Bekhor

This anti-bullying document is also compliant with:

Equality Act 2010

SEND Code of Practice 2014: 0 to 25 Years

Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies (July 2017)

Cyber Bullying: Advice for Headteachers and school staff (2014)

Keeping Children Safe in Education, DFE 2021

Independent Schools Standards Regulations September 2020

LINKS:

This policy links with:

- Safeguarding and Child Protection Policy and Procedures
- Online Safety Policy
- Staff Code of Conduct

- SEND Policy
- PSHE Policy and Schemes of Work
 - Mental Health and Wellbeing Policy

WEBSITES:

www.childline.org.uk

www.kidscape.org.uk/parents/

www.gov.uk/government/publications/preventing-and-tackling-bullying

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