

4.3 - ANTI-BULLYING POLICY – INCLUDING ANTI CYBER BULLYING POLICY (ISI POLICY A8/NMS POLICY B1)

This is a whole school policy and thus also applies to EYFS. It should be read in conjunction with the Behaviour Policy and the Safeguarding Children Policy.

Saint Ronan's School recognises its responsibility to have effective strategies in place to counter bullying (re: DfE Preventing and tackling bullying, July 2017)

Guiding Principles for preventing and tackling bullying:

All staff, parents and pupils must be aware of the negative effects on bullying on individuals and the School and community in general

All members of the School community are expected to base their behaviour on respect for others, regardless of differences of age, status, race or sex.

Bullying is always an abuse of power and cannot be allowed to continue. In extreme cases, it may be punished by suspension or, ultimately, expulsion.

Bullying can result in serious pain and distress to the victim and can have long lasting effects both physically and emotionally. Bullying of a physical or non-physical type, may lead to a loss of confidence, loss of self-esteem and lasting psychological damage for the individual. If it is not dealt with, bullying can, in the extreme, lead to suicide. If bullying does occur, all pupils should be able to tell someone and know the incident will be dealt with promptly and effectively. Anyone who knows that bullying is taking place is expected to tell a member of staff, a parent or a friend. Abuse is abuse and should never be tolerated or passed off as "banter" or "part of growing up".

Bullying can be motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, sex, homophobia, special educational needs and disability; or because a child is adopted or is a carer. It may occur directly or through cyber-technology (social websites, texting, photographs and email). Bullying can differ according to gender and includes hazing and initiation for boys.

The School recognises that it must take note of bullying that takes places outside the School and is brought into school. This includes Cyber bullying which is discussed later.

A bullying incident should be addressed as a child protection concern when there is "reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm". Where this is the case, staff should report their concerns to Emma TV (DSL) or Ross Andrew (DHP)

Aims of this policy

1. To prevent bullying at Saint Ronan's and therefore ensure children:

- Are protected from harm.
- Are confident, safe, well supported and cared for.
- Achieve their potential in education.
- Have a happy and stimulating childhood.
- Grow up physically and mentally healthy.
- Feel good about themselves and respect others.
- Develop the essential personal and social skills to help them throughout life.
- Become active citizens and partake in society.

2. To raise awareness of bullying, to recognise bullying behaviour and what can be done about it amongst children, parents and staff.

3. To ensure that all children have knowledge of, and access to, a support structure within the School.
4. To provide guidelines for dealing with instances of bullying.
5. To ensure that the School's approach to bullying is a consistent one, whilst constantly evaluating this policy.

WHAT IS BULLYING?

Bullying is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group physically or emotionally. Bullying can take many forms and is often motivated by prejudice against particular groups or by actual or perceived differences between children.

Bullying may be recognised as a form of Peer on Peer abuse and may be dealt with under the Safeguarding Policy.

Bullying is not hierarchical; it can take place between pupils, pupils and staff, between staff, in groups, face to face or using a range of cyber bullying methods.

We understand that all children have disagreements with each other and fall out from time to time. We need to be sure to distinguish this from the bullying referred to above.

Four main types of bullying can be identified:

Physical	Hitting, kicking, taking, punching, biting, pinching or any action intended to hurt. Children may have their property damaged, hidden or stolen. Physical threats may be used by the bully in order that the child hand property over to them
Verbal	Name calling, teasing, insulting, writing or sending unkind notes or messages, including cyber bullying (see later)
Emotional	Being intentionally unfriendly, excluding, tormenting looks, spreading rumours.
Cyber	E Mail and internet chat room abuse, mobile phone threats by text, calls, social websites and sexting.

Such behaviour will not be tolerated and is not viewed as an inevitable part of growing up, "having a laugh" or banter of any kind

People who show bullying behaviour can:

- Use words or actions to frighten others, by shouting or threatening people
- Exclude people by leaving them out of games or conversations
- Get others to do their bullying for them
- Sometime appear to be popular
- Enjoy the feeling of power they have over others
- Be unaware of the distress they are causing
- Encourage others to have extremist religious, social or political vviews which may support terrorism (radicalisation)

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

Specific types of bullying include:

- Bullying related to race, colour, religion, belief or culture
- Bullying related to Special Educational needs of disability
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or related to home circumstances
- Sexist or sexual bullying
- Bullying of adopted children
- Bullying using electronic forms of contact (Cyber bullying) see separate section towards the end of this policy.

Signs and symptoms of bullying:

- Is unwilling to go to school
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens self harm
- Cries themselves to sleep at night or has nightmares/bedwetting
- Regularly feels ill in the morning
- Has trouble with coping with school work
- Comes home with clothes torn or books damaged
- Has possessions going missing
- Has unexplained cuts and bruises
- Stops eating
- Is frightened to say what is wrong

All staff should be aware of these symptoms and speak to the child's Form tutor straight away, or in their absence the respective Assistant Heads (Pastoral), Emma TV or Ross Andrew

HOW TO TACKLE BULLYING (PROCEDURES AGAINST BULLYING)

1) PREVENTION

- Through the awareness of this policy and making sure staff are familiar with the definition of bullying.
- Through the PSHEE (SHAPE) programme, assemblies, chapel and tutor groups to promote an anti-bullying policy, the school's stance on it and develop pupils' understanding of the potential impact on the lives of others.
- By celebrating the positive culture in Saint Ronan's.
- By raising awareness amongst staff through training; encouraging them to be active in watching out for unsupervised situations / areas in which bullying can take place.
- By monitoring changes in pupil behaviour through our pastoral programme and AS tracking.
- By raising concerns during safeguarding issues in both Staff meetings and SMT.
- Promote awareness of where and when bullying is most likely to take place and ensure actions are taken to reduce risk.
- By raising awareness amongst pupils by making sure they are aware of the definition of a bully.
- By encouraging solidarity amongst pupils and making them realise that adults do have the ability to stop bullying.
- By raising awareness amongst parents, especially of the threat of cyber-bullying.
- Head Boy/Girl, House Captains and School Prefects have a responsibility to watch out for any forms of bullying and report them to a member of staff; either face to face or through the prefect's 'hooray' or 'grumble book'
- Ensure that parents are confident that the school will take any complaint about bullying seriously.

2) WHO CAN YOU TURN TO?

Bullying behaviour can only be stopped if information is shared.

A pupil who is being bullied or who sees another pupil being bullied, is urged to approach any member of staff or other responsible person.

Those who can help might include:

- A friend
- The Form Tutor
- A responsible older boy or girl (Prefect)
- Parents
- Any member of staff or trusted adult
- The School's Independent Listener (Mrs Karen West)
- The School's Doctor (Dr. Robert Blundell)
- Childline (0800 1111)
- Office of the Children's Commissioner 0800 5280731
- Using the "I'm Worried" button on the intranet. This can be used to send a message to a member of staff in confidence about any concern you might have, including bullying.

3) ACTION TO STOP BULLYING.

(a) The immediate aims of this action must be:

- To prevent further bullying and to make the pupil feel safe at Saint Ronan's.
- To encourage the victim to take control over what happens next.

(b) The eventual aims of this action must be:

- To increase the victim's self-esteem and assertiveness.
- To make the bully acknowledge and accept responsibility for his/her actions.
- A bullying incident must be communicated to those who can deal with it effectively. The Form Tutor has the responsibility for ensuring that an investigation takes place communicating or working with the appropriate Assistant Head (Pastoral), or in very serious cases, for passing on that responsibility to the Deputy Head (Pastoral) or, ultimately, the Headmaster.
- The member of staff investigating the incident must work with the victim and if possible obtain his/her consent for any further action.

(c) Possible courses of action.

Every incident of bullying is different and will need sensitive handling by the member of staff dealing with it. An investigation must take account of the fact that the victim's point of view is inevitably subjective. In all cases, the victim can feel immediately supported by any or all of the following:

- Identifying the times / places / situations where the bullying happens and thinking of ways of avoiding these.
- Encouraging the victim to talk about the incident and in particular, their feelings whilst taking them seriously.
- Asking the victim to think of other pupils who may be being bullied in the same way.
- Suggesting that a friend or group of friends is brought in to talk about the incident.
- Suggesting ways in which the bully can be confronted / dealt with.
- Friends standing by the victim in the face of the bully.
- "Discovery" of the bullying in progress by a member of staff
- Staff-led group discussion in which the bully is involved but not identified.
- The official reporting of the bully to staff by a larger group of pupils which includes the victim.
- Staff confronting the bully.
- Helping the victim to be more assertive or socially skilled.
- Helping bullies to control their aggression and to be more empathetic.
- If it is considered that the bullying is related to Child Protection, then the DSL (ETV) may contact the Local Authority in accordance with the Safeguarding policy and this may ultimately involve external agencies such as Early Help and Independent Counsellors to support the victim and/or tackle any underlying issue which has contributed to a child engaged in bullying.

(d) Recording incidents of Bullying

Issues of bullying are recorded on iSAMS, from which data is collated of incidents of bullying to enable trends to be monitored that otherwise may have gone unnoticed. Data that is gathered this way consists of all incidents where a 'Minus and Explain' (see policy 4.2) has been issued for bullying or where 3 or more minuses have been issued for minor bullying related offences (including social conflict) over the course of a term. These are recorded at **L:\SMT\Record of serious disciplinaries\Record of Bullying Incidents**

(e) Punishment (See Behaviour Policy 4.2.1, Rewards and Sanctions Policy 4.2.2 (PP) and 4.2.3 (PS))

Very severe cases of bullying may be punished by suspension, or ultimately expulsion, as determined by the Headmaster.

In other cases, it is important that a bully is punished; however the type of punishment will depend upon the severity of the incident, the history and will be at the discretion of the member of staff involved in consultation with the Form Tutor or the Deputy Head (Pastoral)/Head of NPP where applicable.

It is advisable, however, if the cycle of bullying is to be broken, that the punishment is discussed with the bully so that he or she can understand why it is just, and the reason for subsequent sanctions if this form of behaviour continues.

USEFUL GUIDANCE WHEN WORKING TO SUPPORT CHILDREN

Advice to children if you think you are being bullied

- Try to ignore the person who is attempting to bully you
- Walk calmly away from the situation if you can, without retaliating
- Tell someone what has happened, even if you have been warned not to
- Remember that there are likely to be others being bullied by the same person and so you will be helping them too by talking about your experience
- Do not blame yourself
- If it feels safe to do so, say you would like them to stop

Advice to children if you see someone else being bullied

- Make sure that you do not get involved in the bullying as an easy way out of the situation
- Remember that if you are being a "bystander" and do nothing to help, then you are joining in with the bullying behaviour.
- Tell a trusted adult what you have seen to help stop the bullying behaviour
- Do not ignore it
- Think how you would feel in the other person's position
- Remember that bullying doesn't go away by itself
- Find a teacher and explain what you have seen/heard
- Remember that we are all responsible for maintaining the culture we would like

Advice on how to avoid being a bully

- Talk about problems rather than taking them out on someone else.
- Try to avoid confrontations –find somewhere to cool down.
- Think before you act or speak: might your words or actions hurt or upset anybody?
- Think very carefully before sending a text message, an email or posting on social media: could this hurt or upset anybody? Could it be misinterpreted?

How parents may help:

- If your child tells you they feel they are being bullied, talk with them about ways in which together you can let someone at school know how they are feeling and what has been happening. The School will not tolerate bullying and we will listen to the child and do everything we can to remedy the situation
- Listen to your child carefully as they tell you their experience and how it is making them feel
- If your child does not wish to talk with you about it, suggest that they talk to an adult they trust in School, or some children may choose to phone Childline
- If you suspect that your child is being bullied or is feeling unhappy about something, please contact the Form Tutor, Houseparent, Assistant Deputy Head (Pastoral) Deputy Head Pastoral or DSL and please also encourage your child to do the same. It is important to talk about a problem, and is something which may not feel easy the first time.

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Talk to your child about what they are doing on the internet, and try to keep the lines of communication open. Learn about the sites they are using and talk to your child about being safe online (See www.childnet.com for advice to look at together with your child)

(f) Cyber bullying- What is it?

Cyber bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim, who cannot easily defend him or herself

There are 7 identified categories of cyber bullying:

- Text message bullying including sexting, trolling, stalking.
- Picture/video clip bullying via mobile phone
- Phone call bullying via mobile phone
- E Mail bullying
- Chat room bullying
- Bullying via websites
- Bullying via instant messages
- Up loading derogatory things about someone
- Impersonation

Examples include:

- Using chat rooms, blogs or social networking platforms or websites such as Facebook to be critical about people by posting offensive comments about them.
- Harassment or “cyber stalking”
- Posting private information or images of other people on websites without their permission
- Making threats or being intimidated via e technology
- Encouraging exclusion or peer rejection via e technology
- Impersonating someone via e technology Being a bystander who passes on or shows to others images designed to humiliate
- Being a bystander who takes part in online polls or discussion groups designed to hurt someone.

School Policy on Cyber Bullying

No mobile phones are allowed in the School. However, the School recognises that pupils have mobile phones and access to technology outside School and to that end regular meetings are held for parents, pupils and staff. The school's disciplinary procedures can apply, even where instances happen outside School (*see the School's E Safety Policy 4.30*)

All incidents of cyber bullying reported to the school will be recorded on iSAMS.

Pupils, staff and parents/carers will be advised to keep a record of the bullying as evidence.

The school will take steps to identify the bully, where appropriate, such as examining system logs, identifying and interviewing possible witnesses, and contacting the service provider and the Police, if necessary.

Procedure for those involved in Cyber bullying may include:

- Parent/carers may be informed.
- The bully will be asked to remove any material deemed to be inappropriate or offensive.
- A service provider may be contacted to remove content.
- Internet access may be suspended at school (and also encouraged at home) for the user for a period of time.
- The Police will be contacted if a criminal offence is suspected.

Monitoring and reviewing the Anti bullying strategy and policy

All cases of bullying, including cyber bullying, are reported to the Deputy Head (Pastoral) who will enter onto the bullying log.

This policy should be read in conjunction with the following policies relating to the use of modern technology by staff, parents and pupils, which are available on request:

2.17 The Use of Telephone, Internet and e mail

2.42 Staff use of mobile phones

4.17 Policy on Pupil Pupil relationships

4.18 Staff-Pupil relationships

4.23 Policy on Pupils' Electronic equipment

4.26 Policy on the use of photos and videos of pupils.

4.30 E Safety policy

Person responsible: RA

Reviewed and approved:

February 2019

Next review date

February 2020

Scope of application: All children in the School, including EYFS.