



STOKE PARK
— SCHOOL —

Anti-Bullying Policy

The Futures Trust and Stoke Park School are committed to safeguarding and promoting the welfare of children and young people and require all staff, volunteers and visitors to share this commitment

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Designated Safeguarding Lead: Sonya Elliott

School E -Safety Co-ordinator: Sonya Elliott

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Policy approved remotely and agreed by governors on: July 2020

Policy review frequency: Annually

Date of next review: July 2021

Statement of Intent

We are committed to providing a safe and friendly environment where all of our students are able to learn and achieve and fulfil their potential free from bullying. Our expectation is that all students and staff will behave in an appropriate and socially acceptable way. Bullying of any kind is unacceptable at Stoke Park School. If bullying does occur all students should be able to inform a member of staff and know that incidents will be dealt with promptly and effectively. All members of staff have a duty of care and a responsibility for safeguarding and promoting the wellbeing of all students. There is a consistent approach to how bullying is dealt with. Parents are involved at the earliest opportunity and students are encouraged and taught to develop effective personal strategies to solve any issues.

The aims and objectives of this policy

- To make it possible for students to experience the school as a caring, supportive learning environment, free from bullying
- To create an atmosphere of tolerance, mutual respect, co-operation and consideration of others to enable students to feel safe from fear and threats
- To ensure that all students feel valued, ensuring progress in students' attainment, students' attitudes and their social, moral, spiritual and cultural development
- To accept that it is everyone's responsibility to prevent all forms of bullying
- To involve all staff, students and parents in promoting and following the policy and in the referral of bullying incidents

Other policies

This policy should be read in conjunction with the following; Behaviour and Rewards Policy, Equality Statement, Child Protection and Safeguarding Policy and our e-Safety Policy

What Is Bullying?

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Usually there is a power imbalance that makes it hard for the victim to defend themselves"

Bullying can take a range of forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, SEND, disability or whether the child is adopted, looked after or has caring responsibilities.

Bullying can be:

- Social / Emotional - being unfriendly, excluding or attempting to exclude from friendship groups, tormenting, intimidation, making threatening gestures
- Physical - pushing, kicking, hitting, punching, slapping or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments, sexting
- Homophobic - focusing on the issue of sexuality or gender (transphobic)

- Verbal - humiliation, teasing, name-calling, sarcasm, spreading rumours, teasing, making insulting remarks
- Cyber-bullying by electronic media to include all areas of internet misuse such as emails, internet chatrooms, instant messaging, the posting of threatening, abusive, defamatory or humiliating material including sexting images or videos to social media sites or personal websites, hi-jacking of email accounts for malicious use, the misuse of mobile telephones to make threats, send abusive texts or calls, the misuse of mobile phone cameras and associated technology to cause distress, fear or humiliation. Bringing a phone into school is a privilege.
- Repeated misuse of a mobile phone in school will result in the loss of this privilege. Such misuse includes using social media to insult, intimidate and spread rumours, all of which detract from our focus on learning. Please see the mobile phone sanctions in the Behaviour and Rewards Policy
- Peer on peer – peer on peer abuse can include bullying, cyberbullying, physical abuse, sexting, sexual violence and/or harassment, upskirting, and initiation/hazing ceremonies. The school recognise that safeguarding issues can manifest as peer on peer abuse.
- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) pushing, kicking, hitting, punching or any use of violence racial taunts, graffiti, gestures.
- unwanted physical contact or sexually abusive comments because of, or focussing on the issue of sexuality name-calling, sarcasm, spreading rumours, teasing.
- All areas of internet, such as email and internet chat room misuse Mobile threats by text messaging and calls.
Misuse of associated technology, i.e. camera and video facilities
- Peer on Peer abuse is any form of physical, sexual, emotional and financial abuse and coercive control exercised between children and within children's relationships (both intimate and non-intimate), friendships and wider peer associations. Bullying can be one type of peer on peer abuse.

Legal stance on Cyber-bullying

Cyber-bullying is generally criminal in character. It is unlawful to disseminate defamatory information in any media including internet sites. Section 127 of the Communications Act of 2003 makes it an offence to send, by public means of a public electronic communication network, a message or other matter that is grossly offensive or one of an indecent, obscene or menacing character. The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

We encourage parents to be aware of what their child is posting and uploading online and to monitor the use of social media. We advise all parents to contact the police if incidents of cyber-bullying occur outside of school hours. Advice for parents and students on how to tackle cyber-bullying is available from reception in our "Keeping yourself Safe" leaflet and via the link below:

<https://www.thinkuknow.co.uk/parents/article-repository/Reporting-to-socialmedia-sites/>

Statutory stance on peer on peer abuse

All members of staff will be made aware of the school's policy and procedures with regards to peer on peer abuse as outlined in the Child Protection and Safeguarding Policy. Stoke Park School will ensure staff understand what is meant by peer on peer abuse and the school policy on peer on peer abuse by recognising that children are capable of abusing their peers and ensuring that abuse will never be tolerated or passed off as "banter" or "part of growing up".

Most cases of pupils hurting other pupils will be dealt with under our school's behaviour policy, but this child protection and safeguarding policy will apply to any allegations that raise safeguarding concerns. This might include where the alleged behaviour:

- Is serious, and potentially a criminal offence
- Could put pupils in the school at risk
- Is violent
- Involves pupils being forced to use drugs or alcohol
- Involves sexual exploitation or sexual abuse, such as indecent exposure, sexual assault, or sexually inappropriate pictures or videos (including sexting)

Stoke Park School will work to prevent peer on peer abuse by:

- Promoting school values through "PRIDE" and "it's about learning"
- Creating a culture of support and trust
- Responding appropriately to all reports of abuse
- Working with both internal and external support agencies and groups, eg the school counsellor, the NSPCC, and the Police
- Ensuring students are taught and learn about safeguarding and related topics, so they understand abuse can be perpetrated by peers, online or in person, by strangers or by someone known to them.
- Challenging any form of derogatory or sexualised language or behaviour
- Being vigilant to issues that particularly affect different genders – for example, sexualised or aggressive touching or grabbing towards female pupils, and initiation or hazing type violence with respect to boys
- Ensuring our curriculum helps to educate pupils about appropriate behaviour and consent
- Ensuring pupils know they can talk to pastoral staff about their concerns
- Ensuring staff are trained to understand that a pupil harming a peer could be a sign that the child is being abused themselves, and that this would fall under the scope of this policy

In the event that an allegation of peer on peer abuse is made:

- The member of the School community who has heard the disclosure must tell the DSL and record the allegation, but is not to investigate it
- The DSL will contact the local authority children's social care team and follow its advice, as well as the police if the allegation involves a potential criminal offence
- The DSL will put a risk assessment and support plan into place for all children involved – both the victim(s) and the child(ren) against whom the allegation has been made – with a named person they can talk to if needed
- The DSL will contact the children and adolescent mental health services (CAMHS), if appropriate

Stoke Park School will work with outside agencies and seek expert and professional up-to-date guidance and practical support on specific peer on peer safeguarding issues, where these issues cannot be resolved using the Pastoral team's wealth of experience and knowledge. Key issues identified by the Pastoral team at Stoke Park School include: cyber-bullying, sexting, domestic violence, drugs, gangs and youth violence, CSE and mental health. Students will be educated on these issues and given strategies to ensure they can keep themselves safe in all situations.

Stoke Park School will adhere to guidance set out in Keeping Children Safe in Education (2019) and Sexual Violence and Sexual Harassment in Schools (May 2018) when responding to incidents of peer on peer abuse. All staff have been made aware that 'upskirting' is a criminal offence

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. Students who are bullying need to learn different ways of behaving.

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

Signs and Symptoms of bullying

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
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- 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
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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 and jumpy when a cyber-message is received, will not let parents see their cyber messages, gives improbable excuses for any of the above.

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

Procedures

- Bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses
- Cases of bullying will be recorded by staff and appropriate action will be taken to resolve the issue both for the benefit of the victim, the perpetrator and the school community as a whole.
- Help, support and counselling will be given as is appropriate to both the victims and the bullies.
- Pastoral teams will be responsible for following up all incidents of recorded bullying and ensuring that action is taken and reviewed to the satisfaction of the victim.
- An attempt will be made to help the bully (bullies) change their behaviour
- In serious cases parents should be informed and will be asked to come into a meeting to discuss the problem
- If necessary and appropriate, police will be consulted

We support the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with their class teacher, or another adult if they choose, and to engage as necessary in a support programme to offer continuing support when they feel they need it.
- By taking disciplinary steps to prevent more bullying.
- Informing the victims' parents/carers
- By reviewing that the measures we put in place are effective.
- Assurance that the student was right to report the incident and reassurance that the bullying was not their fault
- Encouragement to talk about how the student feels
- Discussion of strategies in order to deal with and prevent future bullying
- To offer options on how the bullying will be resolved
- Referral to counselling with outside agencies or involvement in anger management or self-esteem group work.

Proactive measures to prevent bullying:

- At Stoke Park School we are in agreement that prevention is better than cure and therefore we strive to create an inclusive, safe environment where students can openly discuss bullying and create a whole school ethos to reduce / eliminate incidents of bullying.
- By proactively seeking to celebrate success to create a positive school culture

- By providing a comprehensive PSHE programme that includes; opportunities to explore bullying as a topic, that encourages open discussion on issues related to prejudice and discrimination and examines the topic of social media and its misuse.
- By the promotion of e-safety across the school through ICT, PSHE, tutorials and assemblies and actively engaging parents in strategies to keep their child safe online
- Whole school teaching methods encourage all students to work cooperatively in lessons and extra-curricular activities
- By raising awareness of the issues of bullying, to restate expectations of behaviour and to promote Anti-bullying week annually in November
- By encouraging positive behaviour at all times, through the implementation of student non- negotiables and rewarding positive attitudes and behaviours
- The use Sixth Form students as mentors on duty at breaks and lunchtimes and Sixth Form students working as year 7 Tutor Buddies and classroom support assistants to support students
- Where appropriate Form Tutors provide opportunities for discussion on issues related to relationships and consideration of strategies for dealing with difficulties
- Student voice discussions on the topic of bullying
- Every opportunity is taken to reinforce the policy and state the School's opposition to bullying within assemblies

Sanctions for bullying

If necessary, the full range of sanctions detailed in the Behaviour and Rewards Policy can be used. In dealing with incidents of bullying special consideration should be made in cases regarding special needs or family difficulties and taking into account the needs of vulnerable students.

Each incident will be treated according to its severity using all available evidence and with regard to evidence from previous incidents relating to the investigation. The Year Leader will log the incident on CPOMS and decide if the incident is a case of bullying. Sanctions will be consistently applied based on the type, frequency and severity of the bullying incident.

We also discipline, yet try to help the bullies in the following ways:

- By talking about what happened, to discover why they became involved and to engage in a programme to address their behaviour.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- Informing the bullies' parents/carers.
- In serious cases, suspension or even exclusion will be considered
- By continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- Removal from the class/ group for an amount of time Police involvement Fixed term exclusions.

Outcomes

- 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.
- Instances of bullying will be tracked and reviewed by the school to help plan preventative measures

Prevention

- Stoke Park School's methods for helping children to prevent bullying through our ethos around the word "PRIDE".
- Through this we encourage students to treat everyone with Respect
- Encourage students to discuss how they get on with other people and to form positive attitudes towards other people.
- Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
- Use the learning opportunities to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. during tutor time and within the Bridge and Gateway curriculums.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- The School Staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- Not use teaching materials or equipment which gives a bad or negative view of any group because of their ethnic origin, sex, etc.
- We will treat bullying as a serious offence and take every possible action to eradicate it from our School.
- Review the School Policy and its degree of success.

Monitoring and review of the policy and practice

Stoke Park School will regularly monitor current practice through a range of systems to ensure that the policy and the school procedures are clear and effective in preventing and dealing with bullying incidents. The School will regularly evaluate and update the policy and practice to take account of developments in technology, for instance updating 'acceptable use' policies for computers. Monitoring will include student and parental surveys, analysis of behaviour, isolation and exclusion data on a weekly basis by the Senior Leadership Team, feedback from student voice and Critical Friends meetings and staff meetings.

ANTI-BULLYING POLICY

The Governors of Stoke Park School take the issue of bullying very seriously and to this effect, have adopted this policy.