



Pitsford School

Opportunity | Excellence | Understanding

School Policy Document

Name of Policy	Anti-bullying Policy including Cyber bullying
Audience	Public
Date Created	September 2017
Date last reviewed	January 2019
Date for next review	September 2020

Aim

To try and ensure that pupils can learn in a supportive, caring and safe environment without fear of being bullied.

Rationale Bullying is anti – social behaviour and affects everyone; it is unacceptable and should not be tolerated. It can cause physical and emotional harm and may even cause psychological damage.

Bullying is defined as actions that are

- 1) Deliberately hurtful behaviour,
- 2) repeated over a period of time,
- 3) Where it is unprovoked or difficult for those being bullied to defend themselves.

The main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding from social groups)
- Cyber bullying (via text messages, social media websites or other electronic means)

Bullying is usually based on picking up of differences, which could be racial, religious, cultural, sexual/sexist, homophobic, or based on SEN or physical disabilities (real or perceived).

Signs of bullying might include:

- Unwillingness to come to School

- Withdrawn, isolated behaviour
- Complaining about missing possessions
- Refusal to talk about the problem
- Being easily distressed
- Damaged or incomplete work

Procedures to follow

Procedures for staff, parents and pupils to follow if bullying occurs should be clear and well publicised throughout the School.

Pitsford School endeavours to, firstly educate and raise awareness as to the nature of bullying via the School's Pastoral programme in an attempt to eradicate such behaviour and secondly to deal with incidents if they occur.

Use is also made of Junior School pupils' secret diaries.

The following guidelines should be followed when dealing with incidents which may be part of a pattern which could be considered to be bullying:

- The incident should be dealt with immediately by the member of staff who has been approached or sees the incident.
- Stay calm, avoid making snap decisions or attaching blame
- A clear account of the incident will be recorded (on a referral form) and given to the form tutors, in the first instance, who may feel it needs to be passed on to the Deputy Head (Pastoral).
- The teacher or Deputy Head (as appropriate) will interview all concerned and record the incident.
- If such incidents persist, or it appears to be indicative of a deeper issue, then the Deputy Head will conduct an investigation, in order to determine if bullying is indeed occurring.
- Following the investigation, a clear statement will be issued to the parents of all pupils concerned outlining the decision, the reasons for it, and the consequences if behaviour is not moderated in the future.
- Sanctions will be used as appropriate and in consultation with all parties.
- A bullying incident should be treated as a child protection concern when there is 'reasonable cause to suspect a child is suffering, or likely to suffer, significant harm.' Please refer to the appropriate section in the Safeguarding Policy on peer on peer abuse for details on making a referral.

Training of staff in the anti-bullying procedures is delivered in a number of ways:

Staff Inset days and evenings: This will deal with whole school strategies and procedures as well as ways to encourage positive behaviour amongst pupils and guide pupils as to what to do if they think that they are being bullied, or see bullying behaviour in others.

Tutor meetings and staff briefing: This is an opportunity to discuss age specific issues and timely issues as they arise. Tutors also are prepared for the delivery of PSHE in these sessions the content of which has a strong prevention aspect dealing with British Values, relationships education, emotional resilience and online awareness.

In addition

Pupils who have been bullied will be supported by:

- Offering an opportunity to discuss the experience with their form tutor or a member of staff of their choice

- Reassuring the pupil
- Offering support

Pupils who have bullied will be helped by:

- Discussing what happened
- Considering why the pupil became involved
- Informing parents or guardians, to help change the attitude of the pupil.

Sanctions

The following disciplinary steps can be taken:

- Official warnings to cease offending.
- Detention.
- Exclusion from certain areas of the School premises.
- Suspension.
- Expulsion.

In recent years, the most successful results have been when we feel that bullying is indeed taking place, we were able to explain to the pupils why their behaviour is upsetting others, and they undertook not to continue, along with the warning that a continuation could lead to suspension. In this way all pupils can move on through the school with no lasting ill-feeling.

The Deputy Head must be informed if either:

- a) A member of staff feels that, after investigation, bullying has, or may have, occurred.
- b) A parent reports a case of suspected bullying to a member of staff.

The Deputy Head will keep a log of all such cases with details of the outcomes.

Cyber bullying

Cyberbullying is a type of aggression defined by Childnet International as 'the sending or posting of harmful or cruel text or images using the internet or other digital communication devices'.

The Anti-Bullying Association has identified seven types of cyberbullying ranging from abusive text messages, emails and phone calls, to bullying in internet chatrooms, social networking sites and instant messaging:

1. Text messages:- Unwelcome texts that are threatening or cause discomfort.
2. Pictures/video clips via mobile phones:- Images sent to others to make the victim feel threatened or embarrassed.
3. Mobile phone calls:- Silent calls or abusive messages; or stealing the victim's phone and using it to harass others, to make them believe the victim is responsible.
4. Emails:- Threatening or bullying emails, often sent using somebody else's IT account. 5. Instant messaging:- Unpleasant or unkind messages sent as young people conduct realtime conversations online.

6. Chatroom bullying:- Menacing or upsetting responses when young people are in a web-based chatroom. This includes interactive gaming sites.

7. Bullying via websites:- Use of defamatory blogs, personal website and online polling sites to intimidate and upset others.

Cyberbullying is insidious; it can be conducted 24 hours a day, seven days a week, following young people into their private space and outside school hours. It can be anonymous. The audience is large and can be reached rapidly. Unlike other forms of bullying, a single individual can experience a multiple attack – a video or picture posted to a website can be copied to many different sites. Bystanders can be accessories by passing on humiliating messages. Messages on social networking sites remain there to damage social life and friendships and, in the case of teaching staff, reputation and credibility.

Protecting pupils

Pupils will be protected from cyberbullying in the following ways:

- Education in ICT and PSHE lessons on the safe use of the internet and other digital technologies;
- Pupils will learn to appreciate the impact of cyberbullying on the emotional welfare of other young people;
- By creating a culture, through education, whereby any incident of cyberbullying is reported;
- All e-communications sent using the School network will be monitored and, where possible, all offensive emails and other documents will be filtered and prevented from reaching the intended recipient;
- By creating dialogue with parents that recognises that protection from cyberbullying is a partnership between the School and Home.
- Pupils need to be aware that under the Education and Inspections Act 2006, the Headmaster has the legal right to discipline pupils who cyberbully others.

Advice for pupils and parents

What can you do if you are being bullied in or out of school?

- Read the anti-bullying policy in your planner and tell yourself that you do not deserve to be bullied.
- Try not to show you are upset; try and look and sound confident
- Try to ignore the bully; remember they want a reaction and try not to give one.
- Stay with a group of friends. There is safety in numbers.
- Inform your tutor or any other member of staff immediately who will take you seriously and deal with the bullies in a way which will end bullying and not make matters worse for you.

If you know someone is being bullied in school or out of school?

- Don't stand and watch; fetch help. Tell an adult immediately. Teachers have a way of dealing with bullying without getting you into trouble.
- If a friend tells that they are being bullied try and persuade them to tell a teacher. If this doesn't happen you should tell a teacher yourself.
- Do not condone or pretend to condone bullying. Show that you and your friends disapprove.
- Be sympathetic and supportive to someone who may be being bullied.
- Be careful about teasing people or making personal remarks; if what you are about to say may be hurtful, don't say it.

As a parent worried about a child who may be being bullied

- Watch for signs of distress in your child, for example, they may suddenly not want to attend school, feel ill regularly, or not complete work to a normal standard.
- If you feel that your child may be a victim of bullying behaviour contact your child's tutor with as many details as you can. Your complaint will be taken seriously and appropriate action will be taken.
- Please be mindful that there will be other points of view and allow the school to help by investigating and getting full information.
- Discourage your child from hitting back or using abusive language as this will exacerbate the situation.
- Encourage your child to talk to their tutor about any worries.

As a parent whose child may have been accused of bullying

- We will inform you if an accusation of bullying has been made about your son or daughter.
- We will support your son or daughter during the process and listen to their 'side'.

As a school we will

- Offer positive role models in terms of mutual respect, listening and problem solving.
- Be aware of early signs of distress or withdrawal in pupils.
- Always listen, take seriously and act upon information received,
- Ensure that accessible areas of school are patrolled effectively.
- Use any opportunity to discuss aspects of bullying and the appropriate way to behave towards others. Eg Assemblies, form time, PSHE, opportunities in the curriculum such as drama, stories or poems, National Anti-Bullying Week in November.
- Support pupils to build positive self-images.
- Commend appropriate behaviour.
- Deal quickly, firmly and fairly with any complaints involving parents.
- When we suspect that a criminal offence may have been committed we will inform the police.

Further guidance and help can be obtained on:

Childline www.childline.org	0800 11111
The Lowdown www.thelowdown.info	01604 634385
Drug helpline	0800776600
Eating disorders helpline	0845 347650
Samaritans	08467909090