

ST GEORGE'S CHURCH OF ENGLAND FOUNDATION SCHOOL

"Every moment, every day, every individual counts"



RESPECT FOR ALL AND ANTI-BULLYING POLICY

Date Reviewed: ***March 2020***
Date for Review: ***October 2020***

Governors Monitoring Pair: Behaviour and Attitudes

SLT Responsible: Assistant Headteacher

Review Period: 2 Years

"For the body does not consist of one member but of many" 1 Corinthians 12:14

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ST GEORGE'S CHURCH OF ENGLAND FOUNDATION SCHOOL

RESPECT FOR ALL AND ANTI-BULLYING POLICY

1. St George's Church of England Foundation School champions the right of every pupil to learn in a safe, secure and supported environment where they feel free from the fear of intimidation, harassment, victimisation or ridicule from other individuals or groups of individuals. This is underpinned by our Christian Values of friendship and compassion and through encouraging pupils to reflect on key Christian teachings such as 'love your neighbour'.

The principles of tolerance and understanding and respect for others are crucial to what we believe because we "are all one in Christ Jesus" Colossians 3:11.

2. The key priorities of this Policy are that pupils:
 - are protected from harm
 - achieve their full potential in education
 - have a happy and stimulating educational experience
 - 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 positively participate in society
 - uphold the school's Christian Values of compassion and forgiveness

3. **WHAT IS BULLYING:**

Bullying is behaviour by an individual or group, repeated overtime, that intentionally hurts another individual or group, either physically or emotionally – DfE October 2014. Not all incidents of deliberately hurtful behaviour can be defined as bullying. To be a case of bullying the repetition over a long period of time must be evident.

4. **FORMS OF BULLYING:**

Bullying can take a number of forms, but four main types are:

- PHYSICAL – hitting, kicking, taking belongings
- VERBAL – name calling, insulting, making offensive remarks or writing offensive graffiti
- INDIRECT – spreading nasty rumours, exclusion from social groups
- CYBERBULLYING – Bullying by electronic contact for example via text message, e-mail or via instant messaging.

5. **WHO IS BULLIED?**

A victim of bullying is an individual or group who suffers in any way as a direct result of intentional and persistent harassment and/or victimisation by another individual or group where that harassment and/or victimisation is an abuse of power and is intended to frighten, intimidate or harm. Victims commonly find it difficult to counteract bullying behaviour, or to report their experiences to those who may be able to help them.

There are two main types of victims of bullying:

- PASSIVE VICTIMS- anxious, lacking in self-confidence, physically weak and unpopular. They do nothing to provoke attacks and do little, if anything to defend themselves.

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- PROACTIVE VICTIMS – physically strong and active. They may have problems with concentration which causes tension and irritation to those around them, provoking other pupils to turn on.

Pupils are supported and taught to be resilient through the teachings of the bible, Mark 12:31 states ‘love your neighbour as yourself’ encouraging pupils to forgive. We also ask pupils to listen to the words of Luke 6:31 ‘Do to others as you would have them do to you’. This empowers pupils to not fight back but seek help and support.

6. THE IMPACT OF BULLYING:

At St George’s Church of England Foundation School we recognise that bullying does have an impact on both the victim and bully.

- VICTIMS – in the school term victims of bullying may become unhappy and distressed. Their self image is damaged and they may feel anxious and insecure. This may affect their concentration, their learning and their achievement and can contribute to problems with attendance, motivation and general health and well-being.
- BULLIES – Those who bully successfully are likely to continue using bullying behaviours in their relationships with other children and adults.

This can become part of more generally anti-social and disordered behaviour patterns.

7. BULLYING OF SPECIFIC GROUPS:

7.1 BULLYING, CHILD PROTECTION AND CHILDREN IN CARE:

In some cases bullying behaviour can be linked to complex abusive experiences the child/him/herself may have had or are having, in the home environment.

Children in Care, along with all other pupils, are encouraged to report all concerns regarding bullying.

There are processes in place within St George’s Church of England Foundation School alongside others to meet these requirements:

- Heads of Year/Primary staff promote the well-being and achievement of Children in Care.
- All Children in Care have a Personal Education Plan. This plan can have anti-bullying strategies with review/monitoring in place.
- Children in Care are the subject of statutory reviews at regular intervals (led by Social Services). Pupils are asked to complete a questionnaire, which specifically asks questions about their care and school experiences, including bullying. The school in liaison with the parent, Social Worker and the pupils will pursue any concerns raised during the meeting.

7.2 RACIST BULLYING:

Racist bullying and individual incidents are unacceptable.

Any racial incidents are recorded and acted upon in line with the Kent County Council Model Procedure “Managing Racial Incidents in Schools”.

7.3 BULLYING OF CHILDREN FROM FAITH COMMUNITIES:

Some individuals are targeted for bullying because they adhere or are perceived to adhere to a particular faith. Such bullying is sometimes connected to racist bullying.

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7.4 **HOMOPHOBIC, BIPHOBIC AND TRANSPHOBIC (HBT) BULLYING:**

This involves the targeting of individuals on the basis of their perceived or actual sexuality, gender, identity or sexual orientation. HBT bullying also includes the targeting of individuals based on their association with people who are, or perceived to be, lesbian gay, bisexual or transgender (e.g. children of same-sex couples). HBT bullying can also include name-calling such as the use of the word “gay” as an insult. Individuals are commonly singled out for abuse if they do not conform to a stereotypical masculine or feminine gender image.

7.5 **GENDER BULLYING (SEXUAL HARASSMENT):**

Sexual harassment or bullying by gender is common. Gender stereotype and the experiences some children have of adult relationships can contribute to gender bullying.

7.6 **BULLYING DUE TO ABILITY, DISABILITY & SPECIAL EDUCATIONAL NEEDS:**

Pupils with Special Educational Needs or disabilities may be at risk of being bullied. Pupils with behavioural problems may become “provocative victims”. There is also increasing evidence that pupils of high academic ability and those who work hard at school may be targeted.

8. **SUPPORTING AND INVOLVING PARENTS:**

8.1 We recognise that supporting and involving parents is often key to successful anti-bullying initiatives. Steps that can be taken to ensure parental involvement include:

- Regular consultation and communication with parents about bullying, its causes and its effects.
- Taking steps to overcome language barriers and to recognise cultural diversity when involving and consulting parents.
- Awareness of the need to balance parental involvement with confidentiality. Pupils experiencing homophobic bullying are often particularly reluctant to involve their parents.
- Ensuring all school staff are aware of the school’s Anti-Bullying Policy so that they can respond appropriately and sensitively if approached by a parent.
- Involving parents or bullies and victims at an early stage.
- Ongoing contact with parents of both bullies and victims to ensure the problem does not re-occur.
- Primary Anti-Bullying week

8.2 These steps reflect the ongoing support each pupil receives from their Head of Year, Pastoral Support and Primary staff.

9. **WHAT HAPPENS IF BULLYING TAKES PLACE:**

9.1 The following steps must be taken when dealing with incidents

- If bullying is suspected or reported, it is the responsibility of the member of staff who has been approached to inform the pupils’ Year Team/Primary staff who will investigate the incident and take the appropriate action.
- A clear account of the incident and the consequent action is to be recorded and filed in the personal files of all pupils involved in the incident.
- Form Tutors/Class Teachers and parents are to be kept informed by the Year Team/Primary class teachers.
- If a situation is deemed a serious act of bullying or if the pupil’s persists in bullying the Head of Year/Class teacher becomes involved and where necessary involve the Assistant Headteacher and/or Deputy Headteacher (Secondary) and Deputy Headteacher (Primary)

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9.2 St George's Church of England Foundation School will use a range of measures to combat bullying. The following consequences may be the result of an act of bullying:

- Verbal warning
- Withdrawal from recreational time for a set period
- Verbal apology to victim
- Loss of privileges
- Contacting/meeting with parents
- Detention (Secondary only)
- Time in the Isolation Unit (Secondary only)
- Exclusion from certain areas of the school premises at certain times
- Fixed term exclusion (for repeated offences).
- Intervention/social skills work 1:1 to aid understanding

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9.3 What happens if bullying takes place?

Step 1: Account of the incidents

Victim writes down/verbally relays everything that has happened over the period of time

Step 2: Investigate incident

Speak to staff mentioned by victim – form case notes.
Speak to other pupils to corroborate events (not the bully)

Step 3: Provide support for the victim

A Journal / A daily method of communication / A Mentor – adult / Sixth Form / Primary staff

Step 4: Discuss with the bully

Explain that incidents have been brought to your attention and that it must stop.
Explain that recurrence of this behaviour towards the victim would result in more serious action being taken. Issue and record sanction.

Step 5: Contact both sets of parents

Victim – Explain to victim's parents what you have been told, that the bully has been seen and parents have been contacted.
Explain the support you have put in and ways you plan to monitor.
Bully – Explain that their child has been identified as being repeatedly unkind to others for a period of time. Explain that child has been told to stop otherwise more serious consequences will occur. Explain the issued sanction.

Step 6: Monitor

Have victim share journal (Secondary)/Primary staff observations (Primary)
Have staff or parents share changes in behaviour.
Have victim report to mentor.

Step 7: If bullying continues?

Document all further incidents.
Meet with the bullies parents and place bully in Isolation Unit (Secondary)/Consider adaptations to timetable (Secondary).
Explain a case of bullying is placed in their file and that if occurs again will meet with the Assistant Headteacher/Deputy Headteacher and is at risk of an exclusion

Step 8: If bullying continues

Bully and parents are seen by Assistant Head teacher/Deputy Headteacher and a fixed term exclusion is put in place.
Pupil and parents seen by Governors before being allowed to return to school.

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10. **PERMANENT EXCLUSION (IN VERY EXTREME CASES)**

We believe that one of the best ways of dealing with bullying is to engage all the concerned parties and therefore a staged approach to the consequence of bullying will be employed. This will include school action, school/parent engagement action and agency/multi-agency engagement/action.

Outside agencies such as the Police, Health, Social Services are very supportive and will participate in the conflict resolution process when appropriate and requested.

11. **SUPPORT FOR THOSE PUPILS WHO HAVE BEEN VICTIMS OF BULLYING WILL BE HELPED BY:**

- Offering an immediate opportunity to discuss the experience with a Form Tutor/Year Support/Head of Year/Primary class teacher
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence.
- School based counselling/Referral to appropriate outside agencies
- 6th Form Mentors (Secondary only)

12. **PUPILS WHO HAVE BULLIED WILL BE HELPED BY:**

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents to help change the attitude of the pupil.
- Referral to appropriate outside agencies

13. **CURRICULUM:**

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE programme, tutorial time, worships and subject areas, as appropriate, in an attempt to eradicate such behaviour.

14. **MONITORING, EVALUATING AND REVIEW:**

St George's Church of England Foundation School will review this policy annually and assess its implementation and effectiveness.

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ANTI-BULLYING POLICY USEFUL WEBSITES

<http://www.bullying.co.uk>

Bullying Online includes help and advice for pupils and parents, latest news, legal advice etc.

<http://www.childline.org.uk/>

Childline UK Site.

<http://www.kidscape.org.uk/kidscape/>

Kidscape site.

<http://nspcc.org.uk/>

NSPCC site.

USEFUL NAMES AND ADDRESSES

Advisory Centre for Education

1b Aberdeen Studios

22-24 Highbury Grove

London N5 2EA

Tel: 020 7354 8321

Advice line for parents on all matters concerning schools.

Anti-Bullying Campaign

10 Borough High Street

London SE1 9QQ

Tel: 020 7378 1446 (9.30 a.m. – 5.00 p.m.)

Advice line for parents and children.

Coluste Gulbenkian Foundation

98 Portland Place

London W1N 4ET

Tel: 020 7636 5313

The Foundation has initiated and supported a wide range of anti-bullying projects and publications.

Careline

12 Romney Place

Maidstone

Kent ME15 6LE

Tel: 01622 756677

Telephone counselling for anyone experiencing bullying or other problems.

Childline

Freepost 1111

London N1 0BR

Free, confidential helpline

Freephone: 0800 1111

Children's Legal Centre

20 Compton Terrace

London N1 2UN

Tel: 020 7359 6921

Publications and free advice line on legal issues.

Kidscape

152 Buckingham Palace Road

London SW1W 9TR

Tel: 020 7730 3300

Publications and advice. Bullying counsellor available Mondays and Wednesdays.

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