Anti Bullying Policy

Cornelius Vermuyden School

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1. Our commitment to our school community

- We are committed to collaborating with our parents and carers to ensure that all of our pupils are able to learn and thrive in a safe and supportive environment.
- We are therefore committed to ensuring that all members of our school community feel safe, respected and valued.
- All of our pupils have a right to be protected from others who may wish to harm, degrade or abuse them.
- Bullying of any kind is unacceptable in our community and we are committed to its prevention and to ensure bullying is stopped if it does happen.
- We are committed to ensuring that those involved receive the support they need.

2. What is Bullying?

The Department for Education (DfE) defines bullying as: "Behaviour by an individual or group, usually repeated over a period of time that intentionally hurts another individual or group either physically or emotionally".

The school recognises that there are several forms of bullying and that they can be thought of as bullying if they are done maliciously, deliberately or persistently to hurt or upset or have that effect. There is an understanding of the symptoms of bullying. This policy follows all statutory guidance in relation to bullying.

Bullying encompasses all the forms of bullying:

- **Verbal e.g.**
    - Deliberate, unkind and persistent remarks.
    - Racist, sexual or homophobic name calling.
    - Being hurtful about appearance.

    - Name calling.
    - Saying nasty things to or about a child or their family.
- **Physical e.g.**
    - Pinching, punching, pushing, kicking and hitting.
    - Any violence that is committed on purpose to others.
- **Emotional e.g.**
    - Spreading hurtful rumours.
    - Writing graffiti or using images / offensive materials.
    - Tormenting, humiliating.
    - Excluding someone and leaving them out on purpose.
- **Sexual e.g.**
    - Making sexual comments.
    - Inappropriate touching.

This type of behaviour is defined in sexual violence and sexual harassment between children in schools and colleges.

- **Cyberbullying / online bullying:**

The use of ICT, particularly mobile phones and the internet, deliberately to upset someone else. Hurtful messages sent from individual and groups.

Fallouts or minor disagreements within friendship groups should NOT be classified as bullying

3. Specific types of bullying

Bullying can be a form of discrimination, particularly if it is based on a person's disability, race, religion or belief, gender identity or sexuality.

- Racist or faith-based bullying is bullying that is based on a person's background, colour, religion or heritage.
- Bullying related to special educational needs and disabilities (SEND).
- Bullying and young carers.
- Bullying related to sexual orientation.
- Sexist or sexual bullying.

4. Signs and indicators that a child is being bullied

A child may indicate by signs of behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child. This is not an exhaustive list.

- Is reluctant to go to school.

- Being distressed or anxious.
- Changes their usual routine.
- Begins to truant.
- Is frightened to say what is wrong.
- Losing confidence and becoming withdrawn.
- Having problems eating and/or sleeping.
- Having unexplained injuries.
- Changes in appearance.
- Changes in performance / behaviour at school.

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

5. Reasons why children bully others

- Peer pressure and /or wanting the approval of others.
- Wanting to feel powerful over someone with a perceived disadvantage.
- Being bullied themselves.
- Being worried, unhappy or upset about something.
- Lacking social skills or not understanding of how others feel.
- Experiencing abuse at home or outside of the school community.

6. Responding to a bullying incident

The school recognises that bullying is never acceptable and will follow the procedures as outlined below.

When responding to incidents or allegations of bullying it's important that all staff and other adults follow this procedure:

- Incidents of bullying should be reported immediately to any adult on the staff team who in turn will report the matter to the appropriate Head of Year (or other appropriate staff member).
- All students will be listened to and individual issues understood.
- Staff will take appropriate action on information given. It will be the judgement of staff to determine the nature of the problem and the appropriate level of response and action.
- In most cases, written accounts of the incident will be taken through discreet interviews where necessary and following investigation, the incident will be dealt with appropriately. The statements written by the students are then reviewed with and by the students to ensure that a reflective activity occurs and the students voice is heard.

- Statements are reviewed by the Head of Year.
- Witness statements are also gathered to ensure a fair review.
- Once an investigation has occurred, relevant sanctions are imposed as per the behaviour policy.
- Incidents of bullying will be recorded on the discrimination log. This is monitored by the SLT and is shared with The Governing Body. This is to ensure follow up actions have been noted and reviewed for impact.
- Continue to monitor the situation even if the situation has been resolved.
- Ensure that our bullying policy and procedures are known and easily accessible by all staff in the school.
- We will review our anti-bullying policies and procedures regularly in the light of any incidents that have taken place, any new information learned and best practice.
- Ensure all incidents of bullying are recorded within / via MyConcern.

When responding to online bullying:

- Make sure children know not to retaliate online or reply to any bullying messages.
- Ensure children understand how they can take steps to prevent online bullying from happening again, for example by changing contact details, blocking contacts or leaving a chat room.
- Ask the child if they have shared the bullying content with anyone else (if so, who).
- If bullying content has been circulated online, take action to contain it.
- If appropriate, ask the person responsible to remove the content.
- Contact the host (such as the social networking site) and ask them to take the content down.
- Contact external sources such as CEOP, Net Aware of the NSPCC, Internet Watch Foundation helpline for advice about what to do.

7. Support for both victim and alleged perpetrator

We ensure that support is in place for both the victim and the alleged perpetrator.

- Children and young people who bully others may not realise the extent of the impact of their behaviour on their victim. We are also aware that these pupils will require additional support.
- We follow our processes for bullying to ensure support is in place for the victim and perpetrator in all cases.

8. Preventing bullying

We are committed to create a culture where it is clear bullying will not be tolerated and children feel they can tell someone if they have a problem. We do this by:

- Ensuring that anti-bullying and discriminatory behaviour is addressed across the curriculum; Subject areas such as the RSHE curriculum, Behaviour for Learning curriculum, Drama and English.
- In assemblies e.g., National Anti-bullying week (November), National Safer internet day (February).
- Talking to young people about healthy relationships and challenging unhealthy behaviours.
- Presentations from external agencies and groups.
- Ensuring that all adults in our community are confident to challenge bullying and discriminatory behaviour and that other children are confident in reporting any incidents they witness.
- Promoting sources of help and information such as those provided through Childline and the Antibullying Alliance.
- We will involve parents/carers where appropriate to ensure that any occurrence of confirmed bullying can be addressed at home in order to support the school, and to ensure parents are fully informed.
- We will use our Behaviour Policy to issue appropriate and proportionate sanctions to prevent further occurrences.

9. Legislation and statutory guidance

This policy has been drawn up to comply with statutory and legislative requirements and guidance that covers this aspect of pupils' learning including:

- In England and Wales, under Section 89 of the Education and Inspections Act 2006, maintained schools must have a policy in place to encourage good behaviour and prevent all forms of bullying among pupils. This includes when pupils are not on school premises and are not being supervised by a member of school staff.
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- In England and Wales, Section 89 of the Education and Inspections Act 2006 gives headteachers of state schools the power to discipline students for bullying incidents that occur outside of school.
- In England, the Department for Education (DfE) has produced guidance for headteachers, school staff and local authorities that outlines their duty to prevent and tackle bullying that occurs in and outside of school Preventing and tackling bullying (publishing.service.gov.uk)
- The DfE has also produced guidance for schools on searching, screening and confiscation Searching, screening and confiscation (publishing.service.gov.uk)
- The UK Council for Child Internet Safety (UKCCIS)

- Anti-Bullying Alliance (ABA) have produced a guide for schools on tackling race and faith targeted bullying that occurs face to face and online (UKCCIS and ABA, 2017) Tackling
- Race and Faith Targeted Bullying Face To Face and Online: A Guide For Schools - GOV.UK (www.gov.uk)
- Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is reasonable cause to suspect that child is suffering, or is likely to suffer, significant harm'. Even when safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the student who is experiencing bullying, or to tackle an underlying issue with a perpetrator of bullying.

10. Review process

- Staff will regularly evaluate and update their approach to bullying to take into account the developments in technology.
- School works with CEOPs to ensure procedures for dealing with online bullying are adhered to and are effective.
- The online safeguarding system 'MyConcern' is used to go incidents of bullying which lead to a safeguarding concern and is reviewed by the Designated Safeguarding Lead / Deputy Designated Safeguarding Lead.
- This policy will be reviewed annually by the Designated Safeguarding Lead.