

Anti-Bullying Policy (ISI 10a)

This Policy covers EYFS

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Reviewed by: Deputy Head
 Applicable to: All Teaching Staff

Reviewed Date: April 2019

Rationale, Aims and Objectives

At Feltonfleet, our community of staff, day pupils and boarders is based upon respect, good manners and fairness. We are committed to providing a safe and caring environment that is free from disruption, violence and any form of harassment so that every one of our pupils can develop his or her full potential. We expect our pupils to treat members of staff with courtesy and co-operation so that they can learn in a relaxed but orderly, atmosphere. A central feature of the Feltonfleet Way is that all pupils should care for and support each other.

We pride ourselves on respect and mutual tolerance. Ours is a diverse community, with pupils from a variety of cultural, religious and ethnic backgrounds. Some pupils require additional support and help. Parents/guardians have an important role in supporting the school in maintaining high standards of behaviour, and both school and home need to co-operate closely together in order to uphold consistent expectations of behaviour. If parents suspect their child or any other child is involved in bullying, either as a victim or an aggressor, they are encouraged to talk to either their child's form tutor, the Year Leader or the Deputy Head, whether the bullying happens in or outside of the school grounds and timetable.

Bullying, harassment and victimization, and discrimination will not be tolerated. Any allegation will be treated very seriously. We treat all our pupils and their parents fairly and with consideration and we expect them to reciprocate towards each other, the staff and the school. Any kind of bullying is unacceptable.

Where necessary, we will apply the sanctions described in our Behaviour Policy for behaviour that constitutes bullying or harassment of any kind. It is also understood that, although bullying is not a criminal offence, there are criminal laws which apply to harassment and threatening behaviour. The School is well aware of the emotional (which may cause psychological problems) and physical damage that bullying can cause and that in some cases, bullying may need to be treated as a safeguarding concern.

Relevant Informing Documents

Anti-Bullying Alliance (ABA) - www.anti-bullyingalliance.org.uk

Preventing & Tackling Bullying – Advice for headteachers, staff and governing bodies, 2014

School Support for Children & Young People who are bullied, 2014

National Minimum Standards for Boarding Schools

Definition

We define bullying using the published ABA definition. Bullying is the **repetitive, intentional hurting** of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online. Cyberbullying is any form of bullying that is carried out through the use of electronic media devices, such as computers, laptops, smartphones, tablets, or gaming consoles.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. They are possible signs and will be investigated if a child:

- doesn't want to go on the school / public bus;
- changes their usual routine;
- is unwilling to go to school (school phobic);
- becomes withdrawn, anxious or lacking in confidence;
- starts stammering;
- feels ill in the morning;
- begins to do poorly in school work;
- has possessions which are damaged or " go missing";
- 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 an online message is received.

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

Collection of Information

In the event of bullying being alleged, the aggressor and victim will be interviewed separately. The separate parties may be asked to write their account of the incident.

Relevant staff – Deputy Head, Year Leader, Form Tutor and boarding staff – will be informed.

When there is *'reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm'* a bullying incident should be treated as a child protection concern and reported immediately to the DSL and a referral made to Surrey Children's Services.

Recording

Allegations of bullying are recorded on MyConcern, the school online safeguarding system. All pupils involved are associated with the report. Reports are categorised as bullying initially and are only re-categorised if the allegation is found to be unsubstantiated or is an isolated incident. Reporting will contain pupil voice and details of other pupils' accounts, meetings and decisions.

A record of incidents will be evident in any pupil's chronology on MyConcern and can be analysed by the safeguarding team, including the Deputy Head, so that patterns of behaviour between pupils/year groups can be identified and strategies devised, and in order to evaluate the effectiveness of the school's procedures.

Protection of the Victim

Confidentiality will be maintained, although information may be shared with relevant other parties, if it is in the victim's best interests so to do.

Negotiation and Action

In the event of bullying behaviour both parties will be counselled. The school have a school counsellor who can provide support to pupils and guidance to staff when dealing with bullying victims.

The victim will be counselled and given time with a member of staff (or, most likely, his/her form tutor) to talk about what has happened, how they feel about the experience, what they feel comfortable with in terms of action taken and invited to suggest ways that the school can support them further. A clear monitoring framework will be established to reassure child and parent.

If allegations are substantiated, parental involvement will be obligatory and the aggressor will be informed that no form of bullying will be tolerated and that the School's action policy on bullying follows a set pattern – supported in the Behaviour Policy - which in repeated cases could lead, ultimately, to expulsion. The pupil will also have an opportunity to discuss the reasons underlying their behaviour and strategies to prevent bullying behaviour in the future. Parents will be notified to solicit their support.

Feltonfleet School has a zero-tolerance approach to bullying and it is both demanded and expected that bullying, when reported and substantiated, must cease immediately. Relevant pupils will be monitored over an indefinite period of time.

If bullying behaviour is linked to a particular issue (e.g. death, divorce, disfigurement), then this will be addressed through a discreet education programme, addressing the problem through Positive Living or Circle Time but not focused on a particular child.

Follow-up

The bullying behaviour will be raised as an issue of concern immediately with relevant staff and will be expressed at the weekly staff Welfare Meeting to ensure the wider staff body are aware with regards to their supervisory duties and involvement in monitoring the situation in the weeks to follow.

Both parties will be interviewed separately in the days that follow, to discuss what has happened since the disclosure and action taken. They will be invited to share how they feel with their form tutor or Year Leader. The situation will then be reviewed on a weekly basis.

The follow-up procedures will be the same for day and boarding pupils. In the event of a bullying incident involving a boarder then the Deputy Head will liaise closely with the Head of Boarding and the boarding staff.

Boarders

At the start of each year there is an induction session for Boarders on bullying and on the importance of creating and sustaining an anti-bullying culture within the Boarding House. No initiation ceremonies or similar activities are tolerated.

Staff and senior boarders receive specific and regular training in order to be able to identify and report incidents of bullying behaviour or emerging concerns.

Bullying: Preventative Measures

Every opportunity to reinforce the message that

- a. any form of bullying is not acceptable at Feltonfleet and
- b. the message from the DCSF 'Safe to Learn-Embedding anti-bullying work in Schools' (2012) should be taken.

These are most likely to be in the form of the positive message of looking after each other and being kind rather than the negative approach of 'Don't Bully'.

Preventative measures include:

- the pastoral care framework;
- staff training (*Part of new staff induction, periodic whole staff INSET, annual in-house Year Leaders and Form Tutors INSET*);
- a weekly welfare meeting which identifies pupils vulnerable to bullying and strategies to intervene;
- year leaders regularly evaluate the effectiveness of interventions with SLT and form tutor teams;
- staff on duty being alert to potential bullying situations;
- anti-bullying scheme of work in Positive Living;
- anti-bullying themes in assemblies;
- year group *Post Boxes* where children can post their concerns;
- anti-bullying themes discussed in circle time sessions;
- reinforcement of 'Feltonfleet Way' message;
- display work reinforcing the anti-bullying culture;
- issues discussed during tutor time at registration;
- role-play in drama;
- other curricular lessons such as RS and English;
- use of peer mentor system;
- anti-bullying leadership training to Year 8 pupils;
- Internet and E-mail use policies;
- staff, pupil, parent training on cyber bullying prevention;
- use of school counsellor.

Form tutors and Year Heads should regularly reinforce and discuss with pupils strategies for dealing with bullying behaviour and what they should do and to whom they should speak if they feel that they are being bullied.

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