

## **ANTI BULLYING POLICY 2019-20 – 2022-23**

### **Our Goal:**

All students will develop the knowledge, skills and character so that they can be happy in life, and be successful in higher education or the inspiring career pathway of their choice.

Students at The Charter School North Dulwich are entitled to receive their education free from humiliation, intimidation, oppression or abuse. It is the responsibility of all staff that this takes place in an atmosphere which is caring and protective.

### **What is Bullying?**

Bullying is defined by the DFE in its advice to schools, updated in October 2014, as ‘behaviour by an individual or group that intentionally hurts another individual or group either physically or emotionally’. Bullying is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation or because a child is adopted or has caring responsibilities. It might be motivated by difference, real or perceived between children. We work hard with pupils to help them distinguish between one-off bickering/falling out issues and systemic bullying behaviours that can recur over time, to enable us to best support them effectively to be safe and feel comfortable.

Bullying behaviours include:

- Physical: pushing, kicking, hitting or pinching, any form of violence, threats
- Verbal: name-calling, spreading rumours, persistent teasing and sarcasm that is intended to cause harm
- Emotional: tormenting, ridiculing, humiliation, and exclusion from groups or activities
- Cyber: the use of the internet and related technologies to harm or threaten others, in a deliberate and hostile manner
- Extortion: forcing a student to give money, gifts or forcing them to do others' homework
- Racial Bullying: racial taunts, graffiti, intentionally offensive gestures
- Gender Identification Bullying: tormenting, ridiculing, humiliation, and exclusion from groups or activities
- Sexual Orientation Bullying: tormenting, ridiculing, humiliation, and exclusion from groups or activities
- Sexual: unwanted physical contact, abusive sexual comments

## **Signs / symptoms of bullying**

Children who are being bullied are often reluctant to tell parents /carers or staff about it.

For those pupils who are unable to inform staff about their problem, observations regarding specific behaviour patterns can be routinely established within the school. Signs of bullying might include:

- Unwillingness to come to school
- Withdrawn, isolated behaviour, change of friendship group, regular attendance at the first aid room
- Complaining about missing possessions
- Refusal to talk about any problem
- Easily distressed

## **Action**

To address any incident of bullying effectively, The Charter School North Dulwich:

- Recognises that bullying exists in all schools
- Works with students and staff to encourage our community to report concerns of bullying
- Ensures that incidents are dealt with quickly and effectively via our anti-bullying procedure
- Ensures that our anti-bullying procedure is followed when any incidents of bullying occur and that our anti-bullying procedure is made clear to all staff and students
- Ensures the immediate physical safety of a student as a first priority
- Investigates and follows up every reported incident of alleged bullying to ensure that the victim is given as much support as possible in order to prevent a recurrence of the behaviour
- Informs the parents/carers of the victim and the parents/carers of the student involved in bullying behaviours of the action being taken, and what they can do to reinforce and support that action
- Supports the bully to help change their behaviour and prevent them from acting in the same way again
- Offers and facilitates restorative meeting between parties if both parties agree
- Ensures that all students have an assigned person (their Personal Tutor/Year Leader/Inclusion Team Member/ Member of the Senior Leadership Team) to whom they can talk in confidence. It is made clear to students that we will investigate fully and that the incident will be handled in a sensitive manner. Students are reminded that the school cannot guarantee complete confidentiality (secrecy), especially if there are issues of child protection
- Ensures that all areas of our school are patrolled at break and lunchtime and at the beginning and end of the day

- Encourages all school staff to be aware of the problem of bullying and to pass on any worries they may have about individual children
- Provides a pastoral programme that contains specific sections on bullying
- Use the curriculum as a positive means for combating bullying, such as in Citizenship lessons, in the PSHEE / SMSC programme and in assemblies
- Ensures that all students, parents/carers and staff know that bullying is completely unacceptable and if they help to stop it they will be supported
- Provides clear advice to parents/carers on how to look out for signs of distress and whom to contact if their child is being bullied or is bullying others

#### **The Charter School North Dulwich staff work to:**

- Watch for early signs / symptoms of bullying and report any incident of bullying according to the anti-bullying procedure
- Listen carefully to students, record all incidents and monitor to watch for patterns in behaviour of the bully and victim
- Respond to the victim, offer help and support
- Make it clear to both the bully and his/her parent/carer that this kind of behaviour is not acceptable
- Use students as a positive resource in the stopping of bullying. Peer groups will often be willing to help and support victims once recognised by a member of staff

#### **Anti-bullying procedure**

The following steps are followed in recording incidents of bullying. These also serve as a means of conveying to everyone how seriously the school regards bullying behaviour:

- The member of staff who suspects bullying should complete a Safeguarding slip for the victim in Behaviour Watch (school behaviour logging platform) and tick the box 'bullying'
- The Deputy Headteacher (DHT) or Assistant Headteacher (AHT) will initiate an investigation on receipt of the Safeguarding Slip
- The bullied student is sensitively supported to record their version of events in writing, providing dates and details of the incident, who was involved, and the types of bullying behaviour experienced
- The student(s) alleged to have been displaying bullying behaviours records the events in writing
- The staff member conducting the investigation keeps appropriate staff informed of their investigation findings
- A Serious Breach is recorded for the bully in Behaviour Watch

Relevant colleagues on the Senior Leadership Team (eg, DHT, AHTs) make a recommendation to the Headteacher on the outcome of the investigation findings. The Headteacher decides whether the pupil(s) involved in bullying behaviours will be excluded externally. Parents/carers will be informed of the findings of the investigation and the decision of the school. The investigation findings are recorded in the files of all students involved

**Students are encouraged:**

- To report to an adult when someone is being bullied or in distress
- Inform an adult immediately if they do not wish to become involved any further
- To report to the school via the on-line reporting system (on the VLE) if they are worried that they or another student is being bullied

**Parents and carers are informed via information evenings and our website how to:**

- Raise any change in behaviour of their children with the school
- Treat seriously any suggestion by their children that they may be being bullied
- Encourage their child to talk to a supportive school staff member if they cannot talk to their parents or carers

Staff, students, and parents/carers can access information from the organisations below to support with bullying:

- Bullying Advice from Bullying UK – [www.bullying.co.uk](http://www.bullying.co.uk).
- National Bullying Helpline – [www.nationalbullyinghelpline.co.uk](http://www.nationalbullyinghelpline.co.uk).
- National Society for Prevention of Cruelty to Children – [www.nspcc.org.uk](http://www.nspcc.org.uk).
- Advisory Centre for Education (ACE) – [www.ace-ed.org.uk](http://www.ace-ed.org.uk).
- ChildLine – [www.childline.org.uk](http://www.childline.org.uk).
- The Mix – [www.themix.org.uk](http://www.themix.org.uk).
- Kidscape – [www.kidscape.org.uk](http://www.kidscape.org.uk).
- National Children’s Bureau – [www.ncb.org.uk](http://www.ncb.org.uk).
- The Samaritans – [www.samaritans.org](http://www.samaritans.org).
- Young Minds - [http://www.youngminds.org.uk/for\\_children\\_young\\_people/whats\\_worrying\\_you/bullying?qclid=CIOYzs6h3dICFQUq0wodKlcBpQ](http://www.youngminds.org.uk/for_children_young_people/whats_worrying_you/bullying?qclid=CIOYzs6h3dICFQUq0wodKlcBpQ)
- Minded - <https://www.minded.org.uk/course/view.php?id=315>

**Review**

This policy is regularly reviewed according to the policy review schedule. It has been taken to representatives of the School Council as part of consultation.

**Updated April 2020**

**Next review April 2023**