



OLD BUCKENHAM HALL

# Anti Bullying Policy

Sept 2014  
(Amended 14 May 2015)



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## **Anti Bullying Policy**

### **Introduction**

OBH does not tolerate bullying, and this policy is a central part of the School's pastoral provision. All members of the School community (staff, pupils, parents and visitors) are expected to base their behaviour on respect for others, regardless of differences of age, status, physical ability, belief, race, gender, sexual orientation. Some groups are more vulnerable than others and include adopted children, looked after children and children who are carers. Staff need to be aware they lead by example. Bullying is always an abuse of power and cannot be allowed to continue. In extreme cases, it may be punished by suspension, or ultimately, exclusion.

**This policy applies to all day and boarding pupils in the school, including those in the Early Years Foundation Stage. (See EYFS Children)**

This policy should be read and understood in the context of our Safeguarding policy, Behaviour and Behaviour & Discipline policy, Complaints policy, Equality and Diversity policy, E safety policy and our PSHE programme. (All available on the school website or in the school office)

Our policy has been written in the context of our responsibilities under the Equality Act 2010. The Act makes it unlawful in England and Wales for the responsible body of a school to discriminate against, harass or victimise a pupil, exclude them or subject them to any other detriment.

We have taken full account of DfE policy guidance for all schools outlined in "Preventing and Tackling Bullying in Schools" (DfE, Oct 14), as well as good practice identified in "No Place for Bullying" (Ofsted, 2012).

### **1. AIMS**

1. To prevent bullying at OBH
2. To create an environment of good behaviour and respect with good role models from staff and pupils.
3. To recognise the importance of celebrating success.
4. To raise awareness of bullying and of what can be done about it, amongst pupils, parents and staff.
5. To ensure that all pupils have knowledge of, and access to, a support structure within the School.

6. To provide guidelines for dealing with instances of bullying.
7. To ensure that the School's approach to bullying is a consistent one.

## **2. WHAT IS BULLYING?**

Bullying is a serious issue and both physical and emotional bullying can lead to psychological damage. Bullying may be defined as an intentional, wilful, conscious desire to hurt or threaten someone, either physically or emotionally.

- It is an abuse and imbalance of power
- It is hurtful behaviour
- It can be physical, verbal or indirect
- It may occur directly or through cyber technology (social media, texts, emails, photographs, phones)
- It includes sexual innuendo, homophobic remarks, disability bullying and social exclusion
- It includes racist comments and attitudes

## **CYBERBULLYING**

Bullying includes the use of ICT, particularly mobile phones, the internet, photographs and social networking websites to upset someone deliberately. Pupils should be aware that for their protection and that of others, their use of email and of the internet will be monitored by the School. (Please refer to E Safety Policy.)

## **3. WHO CAN YOU TURN TO?**

**Bullying behaviour can only be stopped if information is shared.**

A pupil who is being bullied or who sees another pupil being bullied is urged to approach any member of staff or other responsible person. Those who can help might include:

- A friend
- A responsible older boy or girl, prefect or dorm captain/mentor (School Prefects and Dormitory Captains are given advice as to what to do if a younger child approaches them and says that he / she is being bullied. Such advice includes not promising confidentiality, reassuring the child that something will be done, and talking to a trusted adult. )
- Parents
- The Headmaster, Form tutor, Housemaster, Housemistress, Matron
- Any member of staff or trusted adult
- The School Doctor or Nurse
- The School Counsellor
- The School Chaplain
- Childline 0800111111

If a pupil wishes to give information anonymously, a note can be put in the SOC box.

Parents of children, who may be being bullied, should contact one of the following; The Headmaster, Head of Pastoral Care, Housemaster, Housemistress or form tutor as soon as they feel they need to.

**In all cases pupils, parents and staff can expect that they will be taken seriously and that the information they give will be dealt with as confidentially as possible. Punishment will depend upon the severity of the incident.**

#### **4. HOW TO TACKLE BULLYING**

##### **1. Prevention Strategies include**

- The promulgation of this policy.
- Making it easy for pupils to report bullying so that they feel reassured they will be listened to and incidents acted upon.
- The PSHE programme.
- Highlighting the issue of bullying and reinforcing this message by teaching moral and spiritual values that show bullying to be unacceptable, particularly in RS, English and Drama lessons.
- Tackling bullying in chapel services, assemblies, form time discussions and by engaging with outside agencies and groups aimed at raising awareness of bullying and e safety at school.
- Ensuring all new staff are made aware of the School's anti-bullying policy through the new staff induction programme.
- Raising awareness amongst staff through frequent training opportunities, INSET days and ensuring they are active in supervising situations/areas in which bullying can take place.
- Raising awareness amongst pupils, encouraging solidarity amongst them and making them realise that adults do have the ability to stop bullying.
- Asking children the children to complete safety maps.

##### **Action to stop bullying which is happening**

###### **(a) The immediate aims of this action must be:**

- To prevent further bullying
  - Instances will be dealt with without delay.
  - Staff will respond effectively and swiftly to concerns from parents.
- To encourage the victim to take control over what happens next

###### **(b) The eventual aims of this action must be:**

- To increase the victim's self-esteem and assertiveness
- To make the bully acknowledge and accept responsibility for his/her actions

###### **(c) Possible courses of action**

Every incident of bullying is different and will need sensitive handling by the member of staff dealing with it.

OBH takes the standpoint that most pupils involved in bullying do not intend to inflict significant harm. As a first recourse those who bully will be counselled by pastoral staff, an appeal will be made to 'better nature' and a commitment to correct the behaviour will be elicited. The bully should apologise to the victim.

An investigation must take account of the fact that the victim's point of view is inevitably subjective. In all cases the victim should feel immediately supported and not inadequate and foolish.

Consider carefully the motivating factors which may have affected the bullying behaviour and whether it indicates any concerns for the safety of the perpetrator. Where this is the case, the child engaging in the bullying behaviour, may need support themselves.

All attempts will be made to help the bully or bullies change their behaviour. This may include referral to outside agencies or specialist programmes of support. A referral to the School Counsellor may be considered - She can help the victim to be more assertive or socially skilled; and the bully to control their aggression and to be more empathetic.

Incidents of bullying will be recorded by staff using the school's PASS system. These records will be reviewed by the SMT on termly basis, or more often, to enable patterns to be identified, and help the school to monitor and manage individual cases effectively.

Parents and pupils are encouraged to use our complaints procedure if they feel that their concerns about bullying are not being addressed properly. Parents of EYFS children should be aware that they have the right to refer a complaint directly to the ISI or Ofsted if they are unhappy with the way in which their complaint has been handled. The complaints policy explains how to do this.

## **5. Sanctions**

Disciplinary measures have three main purposes

- To hold pupils who bully to account for their behaviour and impress on them that what he/she has done is unacceptable.
- To deter him/her from repeating the behaviour.
- To signal to other pupils that the behaviour is unacceptable and deter them from doing it.

In the case of minor incidents, sanctions may simply be verbal warnings. In more serious cases the Headmaster or Deputy Head will apply sanctions as appropriate; these could be severe warnings, removal of free time, or, if the Headmaster deems it appropriate, suspension or even expulsion from the school. Disciplinary sanctions are set out in the school's Behaviour and Discipline Policy.

In cases of serious or persistent bullying, parents of both sides will be informed, and may be asked to come into a meeting to discuss the problem. In a single case of bullying, the parents will be informed if it is considered appropriate by the Headmaster/Head of Pastoral Care or Form Teacher. If Form Teachers are in any doubt as to what to do, seek advice from the Headmaster or a member of the SMT.

## **6. Safeguarding**

In the case of bullying by a pupil or group of pupils, the Boarding Schools Association suggest that the key issues identifying the problem as abuse, rather than an isolated instance of bullying or ‘adolescent experimentation’ are:

- The frequency, nature and severity of the incidents
- Whether the victim was coerced by physical force, fear or by a significantly older pupil or group of pupils, or by those having power or authority over him / her
- Whether the incident involved a potentially criminal act and whether if the same incident or injury had happened to an adult, it would have been regarded as an assault

Any member of staff who is concerned as to whether any action constitutes abuse must as soon as possible contact the Senior Designated Person or in her absence the deputy. Should the Senior Designated Person decide that there is a Safeguarding issue, the procedures to be followed are detailed in the school’s Safeguarding Policy.

## **7. Anti-Bullying Resources**

Notices are placed around school which provide appropriate telephone numbers for children to contact organisations such as Childline, and CEOP

[www.ceop.gov.uk](http://www.ceop.gov.uk)

[www.bullying.co.uk](http://www.bullying.co.uk)

[www.childline.org.uk](http://www.childline.org.uk)

[www.antibullying.net](http://www.antibullying.net)

## **8. Policy Review**

This policy is reviewed annually by the Head of Pastoral Care. It replaces all previous policies on the handling of bullying.

**Date of next scheduled review: September 2015**

**Emma Easdale Head of Pastoral Care**

**September 2014**

**(Amended 14 May 2015)**