



Policy agreed by Governing body on.....

Signed: ..... Chair of Governing Body

Review Date: Nov 2022

**Date: November 2019**

This policy was developed in consultation with staff, governors, students and parents. It is reviewed and updated every three years, and the new version published on the School Website – [www.bishop-loveday@oxon.sch.uk](http://www.bishop-loveday@oxon.sch.uk). It is a standing policy and will be reviewed in light of legislation and changes in best practice.

At Bishop Loveday School we work within an inclusive, Christian environment promoting Christian values including Love, Respect, Friendship, Forgiveness, Courage and Unity. These permeate all aspects of school life enabling us to help every child achieve their full potential by equipping them with a feeling of self-worth, a respectful attitude towards others, an excitement for learning and an enthusiasm for life. We equip children with the skills, knowledge and understanding necessary to be able to make informed choices about the important things in their future enabling them to lead happy and rewarding lives.

**Definition**

This is our school community’s shared understanding of what bullying is.

*Bullying is the deliberate hurting of another person and can be direct or indirect. It can hurt physically or emotionally. It is a pattern of behaviour and happens more than once, over a period of time. It is unacceptable and will be acted upon immediately.*

If someone feels they are being bullied, or they think that someone they know is being bullied, it should be investigated. This should happen straight away as it can take a long time to build up the courage to tell someone. However, lots of things can make people feel bad, sometimes it depends on the situation we are in, and it is not always bullying – so the following definitions are also useful:

Bullying is any behaviour by an individual or group that:

- is meant to hurt (physically and/or emotionally)– the person or people doing the bullying know what they are doing and mean to do it
- happens more than once – there will be a pattern of behaviour, not just a “one-off” incident
- involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves<sup>1</sup>

**Methods and Practices of bullying**

The following are some examples of the many different forms of bullying, but this is not an exhaustive list.

**Physical** - For example, kicking, hitting, spitting, pushing, taking and damaging belongings, or threatening to do any of these things

**Verbal** - For example name calling, taunting, threats, offensive or discriminatory remarks, whether about people or objects

**Indirect, emotional or relational** - For example, spreading hurtful and untruthful rumours or nasty stories, gossiping, excluding from social groups, forcing someone to do something against their will, tormenting, “dirty looks”, or producing offensive graffiti

**Online** - For example, sending offensive text messages, using pictures or video clips, Instant Messaging, emails, social networking sites or other electronic contact to cause harm, embarrassment or discredit to students or staff of the school.

<sup>1</sup>Adapted from Bullying – A Charter for Action, DCSF

'Online-bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend him or herself'<sup>2</sup>

**Prejudice-related** - For example, bullying or harassment that is homophobic, gender based, sexist, sexual or transphobic, racist or discriminating against religion, Special Educational Needs, disabilities, health conditions or a person's home circumstances, such as being looked after, or caring for a family member. This includes actions or language that discriminates against people for any of these reasons, or other reasons relating to a person's identity.

**Sexual** - For example inappropriate or unwanted physical contact, verbal comments or online messages of a sexual nature.

Bullying includes the above but is not limited to this. It also includes:

- Any form of behaviour which is the result of a specific strategy to make an individual feel miserable
- Organising others to do any of the above
- Excluding an individual in such a way that they are made to feel vulnerable and different in a bad way

We reject all of the above forms of bullying and will not tolerate them in our school community.

### **Off-site bullying**

We are aware that several areas in and around the school are vulnerable to bullying, including:

- outside (the field in particular)
- in the toilets
- in the corridor
- walking to and from school

The school has an enduring interest in the welfare and conduct of its pupils and will respond proactively to any information it receives about bullying outside school, for example in journeys to and from school, in after school activities, or through use of technology such as the internet or mobile phones outside of school hours. The Education and Inspections Act 2006 gives Head teachers the power

“to such an extent as is reasonable to regulate the behaviour of pupils when they are off the school site (which is particularly pertinent to regulating cyberbullying)”.

For example, the school will intervene if it hears of:

- Online-bullying via Social Networking Sites e.g. malicious message on somebody's or profile, creation of a fake profile.
- Filming on mobile phones and passing on inappropriate material or joining in with this behaviour even if you weren't the original author.
- Other online bullying or off-site bullying

### **To help prevent and reduce bullying off-site, the school will:**

- Talk to the Headteachers of other schools whose children may be involved in bullying off the premises;
- Discuss coping and preventative strategies with parents
- Educate pupils about how to handle or avoid bullying outside the school premises, including cyberbullying and e-safety information

### **If the school is aware of a bullying incident outside school, staff will:**

- Follow the checklist for dealing with an incident as far as possible, depending on the situation, including recording and reporting protocols, and contacting parents / carers
- Provide support and advice to the person being bullied, if they are within our school

---

<sup>2</sup> Report to the Anti-Bullying Alliance by Goldsmiths School, University of London

- Support and work with the person bullying, if they are within our school
- Investigate and consider the following actions with respect to the person bullying:
  - Confiscation of mobile phones and other items
  - The involvement of police or anti-social behaviour coordinator in their local authority in any form of on-going bullying, particularly when related to online-bullying. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.
- Inform any other relevant schools or agencies (e.g. youth clubs,) about the concerns and any actions taken
- If information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents.
- If children are being bullied by pupils of another school the head teacher of that school will be informed and invited to deal with the matter.

### **Discriminatory Language**

Discriminatory language not only undermines confidence and self-esteem of individuals, but reflects negative attitudes towards a wider sub-community or group, and in some cases is illegal. A culture where discriminatory language goes unchallenged is likely to be a culture where bullying is more prevalent.

Discriminatory language of any kind is not acceptable and will be challenged, whether verbal, written (including graffiti) or electronic. Education about diversity will be delivered through the curriculum, displays, assemblies and tolerance will be modelled by all staff. In particular we will not accept any derogatory language. The following is not an exhaustive list, but examples include:

- Sexual or sexist
- Relating to special educational needs, disabilities or health conditions
- Gender based
- Homophobic
- Transphobic
- Racist
- Relating to religion
- Classist
- Relating to a person's home circumstances

At Bishop Loveday School we challenge all discriminatory language whenever it is used. When responding to discriminatory language, staff will:

- Tell the adult or pupil that this kind of language is not acceptable in school. Explain that such language is offensive.
- If pupils continue to use the language, explain in more detail the effect that discrimination and discriminatory language have on people and that it will not be tolerated.
- If a pupil continues, remove the pupil from the classroom and talk to the pupil in more detail about his/her behaviour and why it's offensive.

If it still continues, involve senior managers. The pupil should understand the sanctions that will apply if they continue to use discriminatory language. Alongside sanctions we may use a restorative approach to help repair the harm caused by the incident and help young people be aware of the impact of their actions. These sanctions may include:

- Removal from the group (in class)
- Withdrawal of break and lunchtime privileges
- Acceptable language contract
- Referral to Schools Police Liaison Officer
- Minor fixed-term exclusion
- Major fixed term exclusion
- Permanent exclusion

### **How bullying incidents will be dealt with**

Bullying will be investigated and dealt with quickly, sensitively, fairly and firmly, using the annexed checklist. Students can report it to any member of staff or a trusted friend, in the knowledge that it will be taken seriously and dealt with effectively.

The member of staff will:

- Talk to the child being bullied and ask them to write down (or scribe) what happened
- Talk to the child bullying and ask them to write down (or scribe) what happened
- Discuss the incident with Jane Ridley or Jenny O'Donnell.
- Complete a bullying report form (please see the attached).
- Decide on a suitable course of action for the child who has been bullying – following the school's Behaviour Policy and record the action on "My Concern"
- Support the child who has been bullied to build self-esteem

If a member of staff feels that they are being bullied, they should report it to their line manager or the Head Teacher. Bullying of staff will be dealt with in accordance with Oxfordshire County Council guidelines.

### **Strategies to support those bullied and bullying**

The following strategies are in place to support students and staff who have been bullied:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Providing reassurance that the bullying will be addressed
- Offering continuous support to develop self-esteem, assertiveness and confidence – possibly with support from our welfare officer
- The use of specialist interventions and/or referrals to other agencies e.g. educational psychologist, SAFE! Support for young people affected by crime, where appropriate
- A "safe place" can be made available, e.g. a classroom, the Library, or an office
- A named person of the affected person's choice who can be 'instantly' available for one-to-one support within a confidential relationship
- The opportunity to meet with the person bullying for a restorative justice style meeting if appropriate

The following strategies are in place to support and work with pupils who have been bullying:

- Discussing what happened with a member of staff, including an exploration of how and why the pupil became involved, and what they need to resolve the situation
- Providing reassurance that their needs will be addressed
- Offering continuous support to develop self-esteem, empathy, assertiveness and confidence
- The opportunity to meet with the person bullied for a restorative justice meeting if appropriate
- Opportunities to turn their behaviour around

In addition peer support schemes can be used to provide follow up support to either party, such as:

- Circle of Friends - A small number of pupils volunteer to support and help an individual who is experiencing difficulties.
- Peer Support—similar to above but less formalised and/or including the use of our House and Vice Captains, Peer Mediators, Anti-Bullying Ambassadors and Buddies.
- Group work amongst peers, led by staff to tackle underlying issues

### **Preventative strategies**

#### **Monitoring and Review**

The school regularly monitors levels of bullying through the following measures:

- Follow up after each incident to review effectiveness of response.

- Undertaking regular questionnaires and surveys for the whole school community to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy;
- Annual workshop for parents
- Systematic recording and review of incident forms to inform policy and procedures. These will be held centrally and logged on my concern/tracked by Behaviour and Anti-bullying co-ordinator and headteacher.

This policy is reviewed and updated in response to intelligence gathered in the above ways, for example to target measures towards particularly vulnerable groups.

### **Spotting bullying early**

A child may indicate by signs or behaviour that he or she is being bullied. To those who know the child this may simply be a feeling that 'things aren't quite right'. Staff are trained to be aware of these possible signs and will investigate if a child:

- Is frightened of walking to or from school
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay person who is bullying)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home hungry (money / lunch has been stolen)
- 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 & jumpy when a cyber message is received
- Becomes withdrawn and is reluctant to say why
- Reduces their educational attainment
- Perceives comments from others as hurtful
- Displays challenging behaviour, which could be the result of intimidation or enforced isolation from others

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

### **Education and information**

Education and awareness-raising about diversity, discrimination and bullying is delivered through:

- The curriculum (Circle time and PSHCE lessons), where issues surrounding bullying and any ideas to make situations better can be discussed, for example exploring:
  - Diversity, tolerance and discrimination
  - Why do people bully each other?
  - What are the effects of bullying on the bullied, on bullies, and on bystanders?
  - What can we do to stop bullying?
  - How students can constructively to manage their relationships with others

- Assemblies where children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place.
- Anti-bullying ambassadors present in school, deploying our anti-bullying mascot and delivering assemblies and competitions to raise the profile and share the message that bullying will not be tolerated.
- Drama—can be part of a drama lesson, with role play a powerful vehicle. to help children be more assertive and teach them strategies to help them deal with bullying situations;
- ICT lessons covering online-safety and online-bullying
- Adults model appropriate behaviour towards each other to students
- This policy and the pupil-friendly version of it are displayed on an easily accessible board, and the parent / carer anti-bullying guide are available to pupils, parents / carers and staff at the beginning of each year, are discussed in lessons, and are available on the website
- Involving the whole school community in writing and reviewing the policy;
- Prominently displaying anti bullying posters produced by the children around the school;

#### **Other Prevention Strategies**

- Each class agreeing to the school rules which are underpinned by our Christian Values
- Introducing playground improvements and initiatives
- Anti-bullying Ambassadors
- Play Leaders
- Nurture Groups and Lunchtime support.
- Peer Mediators and Buddies
- Encouraging the whole school community to model appropriate behaviour towards one another
- Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it
- Children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance
- Extra supervision available to reduce the risk of bullying incidents at particularly vulnerable times such as lunch and break times and the beginning and end of the school day; and in particularly vulnerable areas around school
- Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware
- The School Council meets regularly and can represent students concerns and pass them onto the Senior Leadership Team.
- An Equality Policy is in operation in the school, covering what is meant by racial, homophobic, disablist, classist, gender-based, sexual, transphobic, religious or other identity-based harassment. It states that such harassment will not be tolerated, and specifies how the school will respond to any such incidents
- All staff, including support and administrative staff are trained to deal with issues relating to bullying and violence

#### **Where to find more information:**

Parents/carers: This policy and the annexed Anti-Bullying Guide is available to each pupil's parent or carer at any point of the school year. Parents / carers can contact their child's classteacher if they suspect bullying is going on. If they are unhappy with the way it is dealt with, or wish to make a complaint, they can contact a member of Senior Management. Comments from parents / carers will be welcomed and it is expected that all parents/carers will support the school in maintaining these standards.

This anti-bullying policy is available on our school website.

For further information and in relation to annexes please see

- Anti-Bullying – Bishop Loveday's Guide for Parents
- Tackling an allegation of bullying flow chart.
- Recording format for an allegation of bullying.



# Bishop Loveday Behaviour/Bullying Record

Date of the incident: \_\_\_\_\_

Report completed by: \_\_\_\_\_

Children involved:

Target	Aggressor(s)
Other children involved/witnesses:	

Location of the incident (*tick all that are appropriate*):

Classroom	<input type="checkbox"/>	On the way to/from school	<input type="checkbox"/>
Playground	<input type="checkbox"/>	Corridor	<input type="checkbox"/>
Cloakroom	<input type="checkbox"/>	Hall	<input type="checkbox"/>
	<input type="checkbox"/>		<input type="checkbox"/>

Type of incident/bullying (*tick all that are appropriate*):

Verbal	<input type="checkbox"/>	Religious	<input type="checkbox"/>
Physical	<input type="checkbox"/>	SEN	<input type="checkbox"/>
Homophobic	<input type="checkbox"/>	Emotional	<input type="checkbox"/>
Online	<input type="checkbox"/>	Written comments	<input type="checkbox"/>
Racial	<input type="checkbox"/>	Disability	<input type="checkbox"/>
Sexual/sexist	<input type="checkbox"/>	Threatening	<input type="checkbox"/>
Theft	<input type="checkbox"/>	Exclusion from groups	<input type="checkbox"/>
Bullying ( <i>persistent</i> )	<input type="checkbox"/>	<i>Alleged</i>	<input type="checkbox"/>

Detail the incident(s):

Action taken to resolve/address the incident:

--

Incident is now:

Resolved	
Unresolved	
Further intervention needed	

Follow-Up:

Action	Date	Comment
Parents of target spoken to		
Parents of aggressor spoken to		
Other agencies contacted		

Signed : \_\_\_\_\_

Date : \_\_\_\_\_

# Tackling an allegation/report of Bullying



*Bullying is a pattern of repeated behaviour designed to hurt and upset.*

