



GEORGE ABBOT SCHOOL

Policy Title:	Anti-Bullying Policy	
Author:	Rob Giles Assistant Headteacher	
Date of most recent review:	September 2018	
School Mission Statement:	Academic excellence within a strong community of equality and respect, where potential and opportunity are realised.	

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also takes into account the DfE statutory guidance “Keeping Children Safe in Education” 2016. The school has read Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”.

1. Policy objectives:

This policy outlines what George Abbot School will do to prevent and tackle all forms of bullying. The policy has been adopted with the involvement of the whole school community. George Abbot is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

2. Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:

- Behaviour and Discipline policy
- Complaints policy
- Child protection policy
- Equality Policy
- Guidance on Confidentiality and Student Disclosures
- Internet and Online Acceptable use policies

3. Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- The Education (Independent School Standards) Regulations 2014 (*if appropriate*)
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

4. Responsibilities

It is the responsibility of:

- The Senior Leadership Team to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- School Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.

5. Definition of bullying

- Bullying is “behaviour by an individual or a group, **repeated over time** that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)
- Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or **cyberbullying**. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying can be a form of **peer on peer** abuse and can be emotionally abusive; it can cause severe and adverse effects on children’s emotional development.

6. Forms of bullying covered by this policy

- Bullying can happen to anyone. This policy covers all types of bullying including:
- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology, known as online or cyberbullying

7. School ethos

George Abbot community recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our schools can help to create safe, disciplined environment, where pupils are able to learn and fulfil their potential.

George Abbot School is committed to the philosophy and practice of inclusion. We are guided by our vision and aims of RESPECT to others which sits alongside the school motto ‘Not for oneself, but for others’.

Responsibility
Excellence
Support
Personal Development
Equality
Community
Tradition

At George Abbot School we work together and ensure that everyone at school understands the **Community Charter**. This was written in conjunction with staff and students in Spring 2017.

- I understand that my words and actions have consequences
- I respect the differences between people
- I will be sensitive to the feelings of other people and not be a bystander to bullying
- I have the right to be myself
- I will work together with other students and staff to keep our school safe for everyone
- I will not deliberately hurt others
- I have the right to be safe and happy at school

8. Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern. The member of staff will record the incident and inform the Head of Year responsible for those students.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The Head of Inclusion/ Designated Safeguarding Lead (DSL) or another member of the Senior Leadership Team will interview all parties involved if the situation is deemed serious enough otherwise this will be carried out by the Head of Year or Inclusion Leader.
- The Head of Inclusion/ Designated Safeguarding Lead (DSL) or another member of the Senior Leadership Team will meet with the students involved if investigations have determined bullying (as defined in point 5)
- Senior Leaders will record the incident as bullying on an appropriate log.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The pastoral team will inform other staff members, and parents/ carers, where appropriate.
- Sanctions (as identified within the school behaviour policy) and support for individuals will be implemented, in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children's social care (if a child is felt to be at risk of significant harm).
- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

9. Responding to Bullying which Occurs Outside the School Premises

- School staff members have the power to discipline pupils for misbehaving outside the school premises.
- Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances.
- This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.
- Where bullying outside school is reported to school staff, it will be investigated and acted on. If appropriate the School will notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.
- The school may sanction bullying that occurs outside school with school based sanctions (as identified within the school behaviour policy) which would be imposed when the pupil is under the lawful control of school staff, for instance on a school trip.

10. Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - looking at use of the school systems.
 - Identifying and interviewing possible witnesses; contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.

11. Confiscating and searching pupils' electronic devices

- The Headteacher and members of the Senior Leadership Team can seize any electronic device, examine data or files, and delete these, where there is good reason to do so (The Education Act 2011).
- There is no requirement to have parental consent to search through a young person's mobile phone.
- If an electronic device that is prohibited by the school rules has been seized and the member of staff has reasonable ground to suspect that it contains evidence in relation to an offence, the school will give the device to the police as soon as it is reasonably practicable.
- The School will ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the perpetrator of the bullying, as well as ensuring access to any additional help that they may need.

12. Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing ongoing support.
- Offering an immediate opportunity to discuss the experience with their teacher, the Head of Year, DSL, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through the School Counsellor, Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

Pupils who have perpetrated the bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.

- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the School Counsellor, Police or referrals to Early Help, Specialist Children’s Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

13. Supporting adults

- George Abbot School takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of staff and parents, whether by pupils, parents or other staff members, is unacceptable.
- Adults (staff and parents) who have been bullied or affected will be supported by:
 - Offering an immediate opportunity to discuss the concern with the DSL, a senior member of staff and/or the headteacher.
 - Establishing whether a legitimate grievance or concern has been raised and signposting to the school’s official complaints procedures.
 - Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
 - Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools behaviour and discipline policy.
 - Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
 - Reassuring and offering appropriate support.
 - Working with the wider community and local/national organisations to provide further or specialist advice and guidance.
- Adults (staff and parents) who have perpetrated the bullying will be helped by:
 - Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
 - Establishing whether a legitimate grievance or concern has been raised and signposting to the school’s official complaints procedures.
 - If online, requesting that content be removed.
- Actions following investigation:
 - Instigating disciplinary, civil or legal action as appropriate or required.

14. Preventing bullying

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Encourage all students to use the STAFF ALERT system on the school website to report incidents of bullying
- Encourage all students to speak to their tutors or Head of Year regarding incidents of bullying.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Actively promote a culture that is open and acceptance of difference
- Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities.
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create “safe spaces” for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.
- Engage in active debate with partner organisations to review and develop anti-bullying practices.

15. Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools