



KING EDWARD VI SCHOOL, SOUTHAMPTON

Anti-bullying Policy

Rationale:	This policy sets out the Schools procedures for educating, managing and tackling any form of bullying. Bullying will not be tolerated at King Edward's.
Owner:	Assistant Head (Pastoral)
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1. Introduction

At King Edward VI School, every pupil and member of staff should feel safe from any abusive, threatening or unpleasant behaviour. Bullying can be of a racial, religious, cultural, sexual/sexist or homophobic nature or can target those with a disability or learning difficulties. It can have a serious, long-term impact on psychological well-being. Members of staff should be able to expect professional courtesy and respect and be able to operate on the clear understanding that pupils will behave towards them with courtesy, co-operation and obedience to legitimate rules and instructions. Pupils must be expected to treat staff and other pupils with respect and be able to expect the highest standards in teachers' behaviour and attitudes towards them. Members of staff should always set high standards for how pupils behave towards each other. The School's anti-bullying code is published on the iKES app and is sent to all new parents. This policy has been devised with regard to the DfE guidance on bullying – Preventing and Tackling Bullying – Advice for headteachers, staff and governing bodies - and is reviewed annually by the senior leadership team and Governors. It applies equally to all forms of cyberbullying (see also Appendix 1). Any incident of peer on peer abuse where there is reasonable cause to believe that a child is suffering or likely to suffer significant harm will be treated as a child protection concern. In this instance, any school investigation will wait for permission from the police before starting.

Details of protection and sanctions can be found in the Pastoral Care, Behaviour and Discipline policy, the E-Safety policy and this policy. Staff training in the recognition and handling of bullying is included in the INSET day training programme. Further useful information can be found on the DfE website.

The anti-bullying code

- All pupils in King Edward VI School have the right to enjoy their learning and leisure.
- Tolerance, understanding and care for the welfare of others should be the characteristics of the School Community at all times.
- Persistent words or actions intended to threaten, frighten, abuse or hurt, including through social media, are unacceptable and will be considered to be bullying.
- We all have a responsibility to try to prevent bullying. All incidents of bullying should therefore be reported to a member of staff.
- The School will treat bullying as a serious offence.

2. Aims

Our aims are:

- To provide a safe, secure environment for all pupils and all staff;
- To create a supportive climate and break down any code of secrecy;
- To counter any idea that bullying is acceptable;
- To work within an agreed set of procedures;
- To involve the whole staff and the pupils in eradicating bullying.

3. Definitions

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

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4. Signs of bullying

4.1 Changes in behaviour that may indicate a pupil is being bullied include:

- The pupil being upset, withdrawn or unusually quiet;
- Failure to produce work or producing unusually bad work or work that appears to have been copied, interfered with, or spoiled by others;
- The pupil's bags, books and belongings suddenly going missing;
- The pupil is laughed at by others or appears embarrassed when asked a question in class, or is awkward when working in small groups in class;
- Frequent visits to the School Nurse or spurious illness;
- Frequent absence, erratic attendance, late arrival to class, staying behind after lessons, clinging to adults, reluctance to go into the playground or to go home;
- Improbable excuses for any of the above.

4.2 On their own, any of the above may be caused by another reason, trivial or serious, and may not indicate bullying, but repetition or a combination of even a few of these signs might be a reason to suspect it, and should be investigated.

5. School Policy on Bullying

5.1 Preventative measures:

Pastoral staff must make pupils aware of whom they can talk to in confidence and that information will be acted upon discreetly and sensitively.

- Opportunities will be taken in the delivery of pastoral care and of PSHE, and as appropriate in Assemblies, to explain the School policy on bullying. Pupils are advised on the part they can play to prevent bullying, including their responsibilities if they find themselves as bystanders. They are reminded that everyone has a responsibility to prevent bullying and if they do not take appropriate action they are condoning the bullying behaviour. Staff may also make use of opportune moments in lessons, particularly RS, Drama and English, and activities to highlight the issue of bullying and to reinforce this message.
- Cyberbullying is included as part of the Internet Safety module in the School's PSHE programme. An Internet Safety evening is held annually for parents and staff are provided with e-safety INSET training.
- The School has a comprehensive e-safety policy and all pupils sign up to the School's Student Code of Conduct and Acceptable Use Policy for ICT.
- Staff need to be aware of areas of the School where bullying might take place, be sensitive to the times and situations when it may occur, always keep a watchful eye and be punctual to their commitments. Staff on duty before and after School, at break and lunchtime should patrol these areas frequently, as should the Head of School, the three Deputies, Prepositors and Lower School Prefects.
- Staff should set a personal example. No member of staff should ever bully a class or an individual. There should be clear class rules, including that criticising or humiliating another pupil in class is not tolerated. Staff need to be alert to inappropriate language and actions which can be seen as a form of bullying. Should a member of staff ever have concerns about the conduct of a colleague in this regard they have a professional obligation to report the behaviour and follow the procedure laid out in the Child Protection policy.
- Members of staff should be on the alert for any changes in a pupil's behaviour that indicate he or she is being bullied.

5.2 If bullying is seen or reported

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- If bullying is seen by or reported to a member of staff, he or she should follow the established procedures.
- Help is to be provided for the victim to raise his or her self-esteem, and support to counter any feelings of inferiority and guilt.
- Perpetrators are shown how they can satisfy their needs through working with others rather than in confrontational ways.
- In dealing with perpetrators, members of staff should make it clear that the behaviour is unacceptable and also stress the serious consequences of repetition.
- Staff should remember that children who bully others are also in need of support, and will often have been the victim of bullying themselves
- Pastoral staff should make clear to the parents of the victim and of the perpetrator the actions being taken, why we are taking them and what the parents can do to help us and to reinforce our actions.
- Every effort should be made to follow up each case to ensure that the victim is given support and to prevent any recurrence.

6. Procedures

Cases of bullying or suspected bullying that are observed in class or around the School must always be taken seriously. Any occurrence, which cannot be simply dealt with quickly, should be discussed immediately with the tutor of the pupil concerned.

Action of staff to whom the incident is first reported or who first discover the incident

- Make the situation safe if necessary: remain calm, control the situation (subject to the advice given in the School's Use of Reasonable Force and the Power to Search Policy) and reassure and support the pupils involved. Seek the assistance of the Year Head or another member of staff if you need to. Do not keep the whole incident a secret because you feel that you have dealt with it.
- Take appropriate action with the pupils involved, but be very careful how you do this; reacting aggressively can in certain circumstances exacerbate the situation and so be counter-productive. It is likely that you will not take any disciplinary measures at this stage; this is something that is usually decided upon once the victim and the alleged perpetrator have been interviewed by the Head of Year.
- Do not involve parents without discussion with the relevant tutor(s) or Year Head. This is of particular importance when dealing with incidents that take place off-site, in which case contact with a senior member of staff, before a pupil returns home, is strongly advised.
- Write a full account of the incident.
- Give this account to the Tutor and Year Head/s as soon as possible, preferably the same day.

Year Head action

Whatever strategy is used, the response should make clear to all concerned that the School takes bullying seriously.

- The victim should be interviewed.
- The alleged perpetrator should then be interviewed (and others who may have been involved or know what has been happening).
- All tutors concerned should be informed and consulted.
- A record of the incident must be kept and a copy passed to Assistant Head (Pastoral).
- The Section Head, Senior Deputy Head and the Head will also be notified of any serious case of bullying.
- In addition to disciplinary procedures the follow-up should include counselling for the perpetrator - to modify behaviour - and for the victim for support.

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- A constructive plan of action should be agreed with all involved.
- The motivation behind the bullying behaviour and whether it reveals any concerns for the safety of the perpetrator should be considered.
- The situation should be kept under scrutiny and reviewed at a later date.
- Parents should be informed and, if necessary, brought in.

Follow up

- The Assistant Head (Pastoral) will keep a central record of all bullying incidents to enable patterns to be identified. In very serious cases, the Head will, in consultation with others, take the final decision about how the matter is to be dealt with and resolved. The full range of sanctions, as described in the School's Pastoral Care, Behaviour and Discipline Policy, will be used where appropriate. Sanctions that may be used include an after-school detention, a Saturday detention, an exclusion for a fixed period and ultimately permanent exclusion.
- Bullying incidents that concern protected characteristics, according to the Equalities Act 2010, will be taken particularly seriously. Details of these incidents will be added to the records kept by the Assistant Head (Pastoral)
- Although bullying is not a specific criminal offence, there are criminal laws which apply to harassment, threatening behaviour and physical violence and so it may be necessary, in very serious cases, to make a report to the Police or to Children's Services.
- A bullying incident should be treated as a child protection concern when there is cause to suspect that a child is suffering, or likely to suffer, significant harm.
- Such action will **only** be taken by the Head or, in his absence, the Senior Deputy Head. However, it is not the policy of the School to report incidents to the police in the first instance. It is clearly preferable to resolve such problems internally under existing School disciplinary procedures. However, if the matter is of such gravity that a criminal prosecution is likely or there is no other means to resolve the issue to the satisfaction of the parties involved, advice from the police may be sought.
- After the incident has been dealt with staff should ensure that the incident does not live on through reminders from them. If a trigger factor has been uncovered then planning to prevent a recurrence of the incident should take place. Staff should not be over-protective and refuse to allow the victim to help him or herself. They should also be careful not to assume that the bully is bad through and through; his or her behaviour in this respect is unacceptable, but he or she will have virtues in other areas – staff should try to look objectively at the behaviour with the bully.

If a member of staff is accused of bullying a pupil, or another staff member

All members of staff follow a staff code of conduct, under which they are required to treat all within the school community with respect. The relevant parts of the code of conduct in this regard are:

- Any form of discrimination, humiliation, derogatory comments, offensive language and /or written communication will not be tolerated.
- We have a duty of care to all members of our community. If a colleague's language, communication or behaviour is rude, abusive or threatening there may be disciplinary consequences.
- Staff must ensure that their interactions with pupils are professional, positive (as far as possible) and that they avoid humiliation or use of unacceptable language at all costs.
- All staff have a responsibility to report any concerns that they have about any bullying by staff, and should follow procedures laid out in the child protection policy.

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Appendix 1

Cyberbullying

Cyberbullying is bullying through the medium of ICT.

The rapid development of, and widespread access to, technology has provided a medium for 'virtual' bullying, which can occur in or outside school. Cyberbullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more access as people forward on content at a click.

It includes:

- Bullying by texts or messages or calls on mobile phones or other mobile devices
- The use of mobile device cameras to cause distress, fear or humiliation
- Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites, social networking sites
- The sharing of personal photographs of another individual without their consent
- Using email to message others
- Hijacking/cloning email accounts
- Making threatening, abusive, defamatory or humiliating remarks on social media

There are particular features of cyberbullying that differ from other forms of bullying and these need to be taken into account when considering cyberbullying:

- It can begin relatively innocently and quickly escalate into a very destructive and upsetting means of targeting individuals.
- The potential 24/7 nature of the bullying with the invasion of home and personal space. Much of the bullying (if not all) might take place out of school.
- Unlike other forms of bullying, a single incident can be experienced as a multiple attack, for example, a video posted to a website can be copied to many different sites.
- The difficulty in controlling electronically circulated messages/photos/videos
 - It can reach a vast number of people very quickly.
 - This magnifies the potential size of the audience and number of participants, and makes the target uncertain that the event has been contained and will not recur. It can be harder for the target to gain closure as abusive content can reappear online at any time.
- The bullying can feel relatively anonymous. It may not be readily obvious to the target who is bullying them, which can be very distressing and can lead them to distrust people with whom they have relationships.
- There can be a large number of 'bystanders' or 'accessories'
- The motivation behind the bullying: some cyberbullying can be accidental or with unintended consequences of an online action.
- There is evidence of the occurrence of bullying. This is important to keep and can assist with the response.

As with all forms of bullying the School will take firm action with pupils involved in cyberbullying. Cases of cyberbullying will be dealt with through the School's anti-bullying policy, however, unlike other forms of bullying, the target of the bullying is likely to have evidence of its occurrence. All evidence should be saved until an investigation has taken place and action agreed.

See also the Cyberbullying and Mobile phones and personal device sections in the School's e-safety policy.