The Westminster School

Anti-Bullying Policy 2016/2017

Safe Happy and Learning Together

Building foundations and providing opportunities to create confident, aspirational and independent members of our community.

Approved by Governing Body on:	16/02/17
Signed by Chair of Governors:	Ken Oho
Head Teacher:	C A Hill BEd NPQH
Lead Personnel:	B Taylor
Date of Review:	16/02/18

Anti-Bullying Policy (to be used in conjunction with the School Behaviour Policy)

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally' *Preventing and Tackling Bullying, Department for Education, October 2014*

The Westminster School believes that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help is regarded as a sign of strength and not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to feel 'Safe, Happy and Learning Together'.
- All of us have a responsibility to ensure we do not abuse or bully others.
- That all parties are supported appropriately

The School takes bullying extremely seriously. Everyone in School has the right to be treated with respect and this is reflected in the teaching of British Values and promotion of SHaLT (Safe, Happy and Learning Together). We recognise the damage it can cause to the education of the victim, the perpetrator and the pupil body as a whole. We are also aware of the impact that bullying can have on the home and the immediate family. We are committed to challenging the assumption that bullying is inevitable.

Aims of this policy

- To ensure that the environment reflects the School vision that all will be Safe, Happy and Learning Together
- To create a culture where people feel they can tell others about bullying and trust that it will be acted upon swiftly
- That all members of the School community understand the process of dealing with all types of bullying

Definition of bullying

We recognise that it is a challenge in itself to educate students about what bullying is and how it can be defined. In order to produce this policy we consulted with students, staff and parents to define bullying.

Appendix 1 outlines the views from students during an Anti-Bullying Week assembly, in summary they recognised bullying as:

Name calling
Swearing directly at others
Verbal abuse
Silly names
Cyber bullying
Making people feel small and worthless
Intimidation
Physical

Students also felt that bullying would lead people to feel:

Sad
Upset
Embarrassed
Frightened

Parents and Carers

When we consulted with parents in about this policy they recognised that the most important thing was to educate students that bullying is not acceptable. They also felt that bullying is predominantly something that happens over a period of time but recognised that due to the needs of some students it may only have to happen once to have a lasting impact.

Parents felt that communication was essential and accepted that they had a responsibility to support their child with any issues with bullying. Parents felt that they would benefit with a flow chart that outlines the key procedures in dealing with bullying.

Types of Bullying

As well as the list above it is important to define types of bullying.

Cyber Bullying
In the ever developing technological world we recognise that students are exposed to more and more. This may include a range of social media sites as well as the internet. The School works closely with their ICT provider to ensure that such sites are blocked. The School will act swiftly on any sites that may appear to be accessible where harm could be caused. Any incident that may be recognised as cyber bullying is reported to the Deputy Head Teacher through the means of an e safety concern. This concern is dealt with and parents are contacted.
We also recognise that Cyber Bullying may also happen outside the School premises. This does not mean that we do not take this seriously and will investigate when appropriate. In cases of extreme Cyber Bullying the School may act by contacting the police or external agencies.

Homophobic Bullying
Homophobic bullying is when someone targets an individual due to their sexuality, for example lesbian, gay, bisexual or transgender. The School takes this extremely seriously and endeavours to demonstrate equality for all. This is reflected by the School winning the recent Educate and Celebrate Music competition to promote positive attitudes towards LGBT. Any incidents of homophobic bullying are reported through the Sleuth system. The Head Teacher will report incidents of Homophobic bullying to the governing board termly.

Racism
Racist bullying is where someone is targeted due to the colour of their skin, the way someone may talk or their religious and cultural beliefs. This will not be tolerated in school and any racism towards a student or a member of staff results in a Local Authority Act of Violence or Aggression form. The School may also decide to contact the police in cases of regular and aggressive racial abuse. Racist incidents are also reported on the School Sleuth system and incidents are reported to governors by the Head Teacher termly.

Physical Bullying
Physical bullying is one of the most obvious forms of bullying as it occurs when one person tries to gain power and control physically over their targets. Examples of this kind of bullying are hitting, kicking, slapping and shoving as well as other physical attacks.

Verbal Bullying
Verbal bullying uses words, hurtful statements and name calling to gain power and control over their target. This type of bullying normally uses insults to hurt, embarrass and belittle another person. Their targets are normally picked because of the way they look, act or behave. Verbal bullying can be hard to identify, as it is not as visible as physical bullying, and would normally happen when other people are not around to hear what has been said. It is important to address this type of bullying rather than telling the victim to 'ignore what was said' as verbal bullying can leave someone with deep emotional wounds.

Relational Aggression
Relational aggression is a type of bullying that is also known as emotional bullying. It can often be unnoticeable, which can be dangerous as it is a type of social manipulation, in which the bully tries to ruin the social standing of their target. They could try to ostracise others from a group, spread rumours, break confidence and be highly manipulative.

Sexual Bullying
Sexual bullying can be repeated actions that are harmful and humiliating. It can be sexual name-calling, vulgar gestures, crude comments, touching without permission, propositioning as well as pornographic materials. A bully might make comments about a person's sexual development or activity. In extreme cases, sexual bullying can lead to sexual assault.

Strategies to Combat Bullying
To help pupils differentiate bullying we use the STOP acronym:

Several
Times
On
Purpose

When we spoke to students it was encouraging that they could talk about different types of bullying including cyber bullying (see below). When they discussed how we could help prevent bullying they were able to recognise that support should be given not only to the victim but to the bully also.

As a result, there is a whole School approach to the treatment of bullying in which:

- we promote an atmosphere in which "it's OK to tell"
- every known incident is reported and dealt with according to our behaviour policy (refer to Sleuth reporting system)
- we identify the causes of bullying and attempt to eliminate them
- we support both the victim and the bully **BUT…**
- we aim to change the bully's behaviour
- we involve parents/carers of both parties

Bully-watch
Bully-watch is an online system where students and parents can report incidents to the School from home. Here they can describe the incident that has taken place and School will pick these up through regular checks on the system. This system is designed for students who may struggle to open up and talk to a member of staff and therefore deem it more appropriate to communicate electronically. The Bully-watch system is promoted throughout the School through posters and is signposted on the School website.

Key Workers
The School has recently introduced a Key Worker system where staff are allocated to identified students. Students who we suspect may be being bullied will be allocated a Key Worker to promote well-being and give reassurance. It may be deemed appropriate for a Key Worker to be allocated to the bully, to ensure they have the appropriate support to make them aware of what impact their actions may be having on those around them.

All staff should:

- be alert to signs of bullying
- intervene if bullying is suspected, however trivial it may seem
- be prepared to listen to reports of bullying
- take action on name calling etc
- In line with the School LGBT agenda do not tolerate any name calling associated to gender or sexuality (for example gay or homo)
- record and report any incident of bullying according to the School Behaviour Policy – See Sleuth Reporting Flow Chart – Appendix (Behaviour Policy)
- Encourage victims to be open.
- Refer them to the Bully-watch System
- Keep lines of communication clear (for example form tutors should inform SLT phase leader of persistent bullying)

Bullying in the Curriculum
The problem of bullying is addressed through the Personal Health, Social and Economic Education (PSHEE), and Citizenship curriculum. Pupils are taught how to recognise and deal with bullying behaviour. The School SHaLT (Safe, Happy and Learning Together) curriculum also enables students to recognise the range of cultural beliefs.

SHaLT themes for the academic year 2016-17 where bullying and cultural diversity are addressed will be:

E Safety (termly)
Mexican Day of the Dead
Black History Month
A Worry Shared
Anti-Bullying Week
It's OK to be different
LGBT

Bullying is also addressed in:

Assemblies
SHaLT Time (form)
Group workshops (i.e. Krunch)

In line with behaviour recovery (i.e. calming zones)
During reading and reflection time

Bullying Outside the School Premises
The School recognises that issues that occur in School can result in bullying outside of School. We still take this extremely seriously and will investigate all cases that are reported to us. In incidents where it is deemed appropriate we will take further action by contacting the police or other external agencies.

CPD Opportunities for Staff

The School ensures that staff are adequately prepared to deal with bullying and support our young people. Through our vigorous induction process new staff receive this Anti-Bullying policy and training on Sleuth in order for them to be able to report appropriately.

Staff are given continual support and advice about how to manage the behaviour in their classroom in order to promote a positive learning environment therefore reducing incidents of bullying.

Staff have received Level One Child Protection training and have had awareness training of Prevent and LGBT. The Sleuth reporting flow chart found in the Behaviour policy enables staff to clearly identify the channels of reporting bullying. Staff can easily access e-safety concern slips and members of SLT are always available and can be approached to discuss matters of bullying.

Procedures to follow
Through liaison with parents and staff it was agreed that it would be beneficial to devise a flow chart to outline the procedures when a bullying concern may arise.

An incident of bullying has occurred in the classroom or around School

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Incident is reported on Sleuth to student form tutor

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Form tutor monitors situation and talks to students if appropriate

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If 5 incidents are reported on Sleuth for bullying the form tutor will refer this to the senior leader for the relevant key stage

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Parents of both students are contacted to make them aware that an issue with bullying has occurred and strategies shared

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Key workers are allocated to both the victim and proposed bully

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Staff made aware of the concerns/issues surrounding the issue

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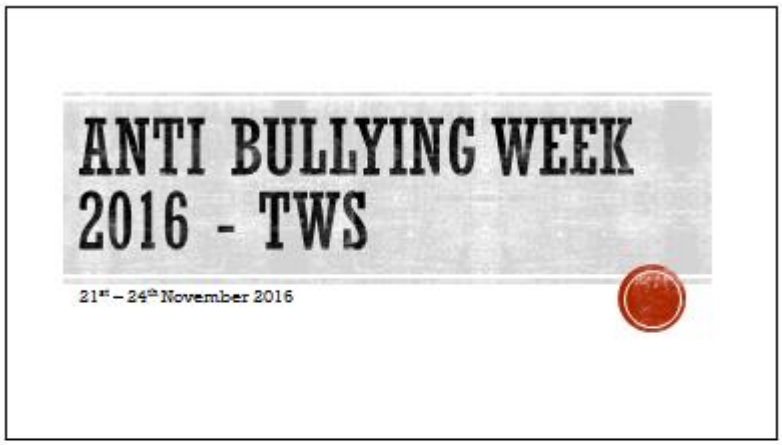
Impact of strategies monitored and parents kept up to date

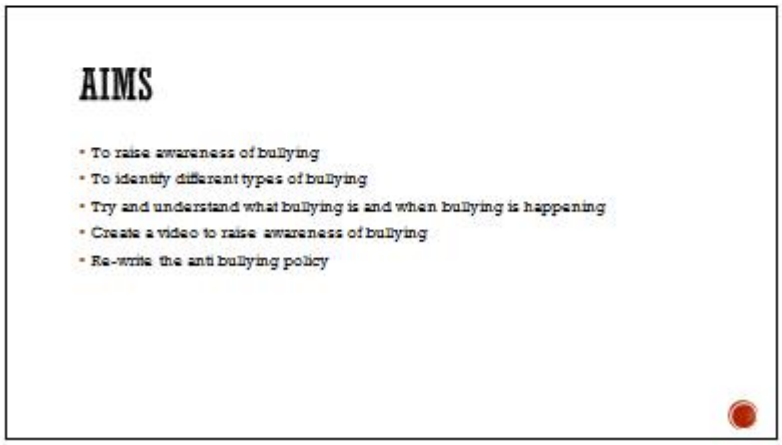
Supporting Websites and Agencies
Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
Beat Bullying: www.beatbullying.org
Childline: www.childline.org.uk
NSPCC:www.nspcc.org.uk
NDCS: www.ndcs.org.uk

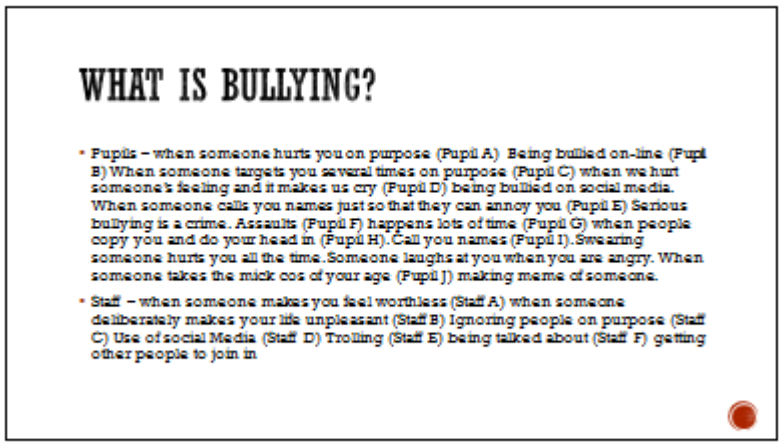
Cyberbullying
Childnet International: www.childnet.com
Think U Know:www.thinkuknow.co.uk
UK Safer Internet Centre: www.saferinternet.org.uk

Review of Policy
In line with all policies, the policy will be reviewed every year. It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience.

Appendix 1


ANTI BULLYING WEEK 2016 - TWS
21st – 24th November 2016


AIMS
To raise awareness of bullying
To identify different types of bullying
Try and understand what bullying is and when bullying is happening
Create a video to raise awareness of bullying
Re-write the anti bullying policy


WHAT IS BULLYING?
Pupils – when someone hurts you on purpose (Pupil A) Being bullied on-line (Pupil B) When someone targets you several times on purpose (Pupil C) when we hurt someone's feeling and it makes us cry (Pupil D) being bullied on social media. When someone calls you names just so that they can annoy you (Pupil E) Serious bullying is a crime. Assaults (Pupil F) happens lots of time (Pupil G) when people copy you and do your head in (Pupil H). Call you names (Pupil I). Swearing someone hurts you all the time. Someone laughs at you when you are angry. When someone takes the mick cos of your age (Pupil J) making meme of someone.
Staff – when someone makes you feel worthless (Staff A) when someone deliberately makes your life unpleasant (Staff B) Ignoring people on purpose (Staff C) Use of social Media (Staff D) Trolling (Staff E) being talked about (Staff F) getting other people to join in

S.T.O.P

- Several
- Times
- On
- Purpose

TYPES OF BULLYING

- Cyber bullying
- What you wear
- Physical assaults
- Emotional bullying
- Sexual abuse
- Swearing
- Racism /prejudice
- Name calling
- Acts of nastiness
- Threatening behaviour
- Not respecting your efforts

WHAT CAN YOU DO

- Tell your nan
- Call the police
- No fighting
- Tell the teacher
- Childline
- BULLYWATCH!!!!!!
- Tell mum and dad / carers
- CEOP

BULLY WATCH

CHALLENGE

- Form competition with winning video to be published on the school website and facebook page.

- https://www.youtube.com/watch?v=5VSab0uHYU