



WILSON'S SCHOOL

ANTI-BULLYING POLICY

Approved by Trustees: Summer 2022

Bullying is completely antithetical to the guiding principle of the school's Code of Conduct: that "everybody will act with courtesy and consideration to others at all times". Bullying does not only affect its victims but makes the school community less safe for everyone, limiting opportunities to learn and thrive. We therefore aim, by means of this policy, to prevent bullying at Wilson's School.

We define bullying as any behaviour that is intended to hurt someone either physically or emotionally. It is a form of peer-on-peer abuse.

Peer-on-peer abuse can take many forms, including:

- Bullying:
 - Physical (hitting, hitting back, kicking, spitting)
 - Verbal (name calling, teasing, racist remarks, homophobic remarks, remarks based on physical appearance, making threats, making offensive phone calls)
 - Indirect (spreading rumours, excluding someone from social groups)
 - Taking money or possessions
 - Cyber (texting offensive remarks, offensive emails, offensive comments on social media)
- Sexual harassment or sexual violence, which may occur both online and face to face.

Pupils who are victims of peer-on-peer abuse over time may show changes in behaviour, such as becoming anxious and withdrawn, having unexplained minor illnesses, taking unusual absences, being frightened of walking to and from school and lacking confidence. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report abuse, either to a member of staff, to the school counsellor or to one of the support agencies promoted within the school (e.g. school nurse). Pupils may wish to have their identity protected if they are reporting abuse to a member of staff – this request should be respected whenever possible.

All staff and pupils must be alert to signs of peer-on-peer abuse and act promptly and firmly against it in accordance with school policy.

The following steps should be taken when dealing with an incident:

- All suspected or reported incidents of bullying will be taken seriously and treated sensitively by the member of staff who has been approached. No assumptions should be made about the capacity of the victim to defend themselves.
- A clear account of the incident must be recorded and given to the Head of Year or Director of Key Stage. Support should be offered to the pupils involved to produce a written report.
- The HoY or an appointed member of staff will interview all concerned and will record the incident **and pass on details to the school's Pastoral Secretary.**
- Parents of all parties will be notified and kept informed of developments as appropriate.
- Form tutors and subject staff will be kept informed of developments as appropriate.

- If there are wider child protection implications (i.e. where there is ‘reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm’), the Designated Safeguarding Lead will become involved.

Sanctions will be used as appropriate in consultation with all parties concerned and in accordance with the Code of Conduct. *NB: 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. (Preventing and tackling bullying, UK Government 2017)*

Pupils who have been bullied will be supported in one or more of the following ways:

- Offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- Reassuring the pupil
- Offering on-going support with a designated member of staff
- Restoring self-esteem and self-confidence
- Referral to the school counsellor or school nurse
- Offering continuous support and advice to parents as necessary

Pupils who have bullied will be helped in one or more of the following ways:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong-doing and the need for change
- Informing parents or guardians to help change the attitude of the pupil
- Referral to school counsellor
- Referral to Anger Management training if appropriate

How bullying is prevented

Within the curriculum, the school raises awareness of the nature of bullying through inclusion in PSHE lessons, PSHE days, form time, assemblies and subject lessons as appropriate in an attempt to reduce and raise awareness of such behaviour. Pupils are told how to report bullying and how it is dealt with.

Assemblies address different forms of bullying (including that based on discrimination) in a systematic way. In assemblies teachers openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. Also children with different family situations, such as looked after children or those with caring responsibilities. Pupils are taught that using any prejudice based language is unacceptable. The pastoral team reviews records of bullying regularly and evaluates the effectiveness of the methods used to prevent and tackle it.

The Role of the Bystander

The whole school community, including pupils, teachers and other members of staff have a responsibility to report any incident of bullying if they witness it or know of its existence.

Bystanders can passively accept bullying by watching and doing nothing. Often without realising it, these bystanders also contribute to the problem. Passive bystanders provide the audience a bully craves and the silent acceptance that allows bullies to continue their hurtful behaviour. Through assemblies and PSHE, we promote the idea of the 'helpful bystander', who can:

- Directly intervene, by discouraging the bully, defending the victim, or redirecting the situation away from bullying.
- Get help, by rallying support from peers to stand up against bullying or by reporting the bullying to adults.

Monitoring, Evaluation and Review

The whole school community will review this policy and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.