

## ANTI-BULLYING POLICY

**Primary person responsible for this policy:** Assistant head ( welfare)

**Job title:** Assistant Head (Welfare) (Designated Safeguarding Lead)

**Last review date:** June 2021

**Next review date:** June 2022

**Relevant ISI coding (if applicable) Part 3 10a**

**Circulation:** This policy has been adopted by the governors and is available to parents on request. It is addressed to all members of staff and volunteers and applies wherever they are working with children.

'Parents' refers to parents, guardians and carers.

## Aim

All pupils at Portland Place School have the right to feel safe and not tolerate any form of bullying. ***Bullying is a specific unacceptable behaviour which is totally alien to our school ethos and aims.***

We aim to encourage positive support from within the school, encouraging pupils to realise that they do not have to tolerate bullying and should inform others if they are being bullied. All pupils should be confident in the knowledge that they will be listened to and believed, and that action will be taken. This action will be prompt and sensitive to their concerns.

This policy aims to address the following outcomes of the **Every Child Matters Framework**.

1. Be Healthy
2. Stay Safe
3. Enjoy and Achieve
4. Make a Positive Contribution
5. Social and Economic Well-being

## Objectives

- All governors, staff, parents and pupils have an understanding of what bullying is.
- All governors, teachers and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- Pupils and parents should be assured that they will be supported when bullying is reported.

## Definition

Bullying is a kind of behaviour which can cause an individual to feel uncomfortable or threatened. It can be racial, religious, cultural, sexual/sexist or homophobic in origin. There are three main types of bullying:

- Emotional e.g. actively excluding pupils, tormenting, spreading rumours, gesturing.
- Physical e.g. hitting, kicking, punching, taking or hiding belongings, damaging property.
- Verbal e.g. name calling, teasing, insulting, writing unkind notes, threatening.

## Cyber Bullying

Cyber bullying is perpetrated via a technological medium, e.g. using social media. It can be an extension of 'face to face' bullying, with technology providing the bully with another route to harass their target. However, it differs in several ways from other kinds of bullying because

of the invasion of home and personal space and the size of the audience. It takes different forms;

- threats and intimidation
- harassment
- cyber stalking e.g. repeatedly sending unwanted texts, defamation
- exclusion or peer rejection
- impersonation
- circulation of private information or images.

Research into cyber bullying indicates that it is a feature of many young people's lives. Cyber bullying can extend into non-school time. We advise parents to contact the police if this is the case. Portland Place School should be informed of the details if the incident is likely to have repercussions in school.

***Cyber bullying, like all other forms of bullying, should be taken very seriously. It is never acceptable.***

***For further guidance and advice, follow this link to the Government portal: [preventing and tackling bullying](#)***

### **Peer on Peer Abuse**

Peer on peer abuse is recognised as a form of bullying and staff should acknowledge the same guidelines for this form of bullying. For further guidance in relation to peer on peer abuse, follow the link to the school's [Safeguarding Policy \(page 15\)](#) and [Part 5 of the KCSIE](#).

### **Sexual Violence and Harassment**

Sexual Violence and harassment in any form will not be tolerated at Portland Place School or dismissed as 'banter', 'just having a laugh' or 'part of growing up'. All staff should acknowledge the same guidelines for this form of bullying. For further guidance about this type of bullying, follow this link to the [Disrespect Nobody Campaign](#).

### **The Anti-Bullying Reporting Chain**

1. The victim should speak to a friend (a student volunteer may act as a mediator giving verbal information), who will then inform the Form Tutor. Alternatively the Form Tutor may be spoken to directly. All incidences are recorded. Both the bullied and the bully are spoken to by the appropriate Form Tutor(s) and the Head of Year informed. It should be made clear that the bully's behaviour is unacceptable, and dependent upon the nature of the event, parents may be informed at a very early stage. The victim must be made aware that action has been taken against the bully, and that pupils are encouraged to develop strategies if they find themselves in similar situations outside of school. Staff members are vigilant at all times, especially during movements between buildings during lunch and break times, and on school trips.

2. If incidences recur, the parents will be invited to a meeting with the appropriate Form Tutor and/or Head of Year.
3. If incidences persist, a second meeting will take place involving the parents and the Assistant Head (Welfare) and possibly the Headmaster. The bully's future within the school will be reviewed.

## **Staff Guidelines**

### **Talking to the Victim**

- Listen to and reassure the victim that the school will do everything to help them.
- Believe them and give them the confidence to tell you exactly what happened.
- Don't promise to keep anything secret.
- Deal with the incident itself and refer to your Head of Year immediately.
- Inform the victim that bullies feed on fear. Don't show that fear, or take personal revenge.
- The victim should be reassured that it is not their fault.
- Give continued support to the victim and check at later dates to see that bullying is not reoccurring
- Encourage the victim to talk to peers, mentors.

### **Talking to the Bully**

- Make the bully aware that their behaviour is unacceptable.
- Explain clearly and precisely what behaviour is causing distress to the victim.
- Discuss the difference between assertive and aggressive behaviour.
- Make the bully aware of the consequences if bullying continues.
- Discuss ways by which the bully must change their behaviour.
- Always inform the Head of Year.
- Monitor the bully's behaviour over the next few weeks.
- Whatever the cause, bullying is usually a signal that the bully also needs help.

### **Strategies in place**

- Pupils are encouraged to talk to peers, Sixth Form Mentors and teachers who can then give feedback to Form Tutors and Heads of Year. Teachers support in a confidential manner.
- All pupils undergo training into the effects of bullying in the current Citizenship programme.
- Restorative Justice (RJ) is an alternative approach to behaviour and relationship management in schools (see below).
- Other curriculum areas such as English and Drama provide opportunities to explore relationships with bullying as the theme.
- Senior Management, teachers and pupil tutor groups regularly present 'Anti-Bullying Assemblies'.

***Our key message will always be prevention, by teaching pupils that everyone in our school has the right to feel safe and happy, and that bullying of any kind will not be tolerated.***

Reviewed annually by SLT