



Anti-Bullying Policy

MISSION

Eversfield offers an outstanding, broad education within a safe, caring, happy, family atmosphere where the talents of every child are valued and nurtured. We achieve excellent results in a school where the Christian principles of mutual care, respect and encouragement underpin everything that we do.

AIMS

- To promote high moral standards through clear and relevant Christian teaching.
- To provide a wide breadth of experiences and opportunities for all our children to discover and develop their individual talents.
- To support our children in becoming valued members of society so that they may develop self-confidence, ask questions, seek new experiences, not be afraid to make mistakes, express themselves confidently and modestly and develop team and leadership skills.
- To provide a safe, supportive, healthy educational environment, with buildings, facilities and staff that enable our children to learn and develop.
- To ensure that our children receive excellent pastoral care.

INTRODUCTION

Anti-social behaviour or bullying is totally unacceptable at Eversfield Preparatory School. The staff seek to provide a safe and secure learning environment and foster a sense of security in each child to develop his/her confidence and independence within a secure and supportive atmosphere.

AIMS OF THE POLICY

It is our aim at Eversfield to prevent bullying and deal with bullying when it occurs.

We seek to protect our pupils by helping them to recognise unwelcome behaviour in themselves and others and acquire the confidence and skills they need to keep themselves safe.

Linked to our pastoral care system is the need for discipline throughout the school. We aim to achieve a high standard of discipline while also developing our pupils' own self-confidence and self-esteem. Poor behaviour often stems from personal problems or difficulties. It is not our intention to simply punish bad behaviour and ignore the reasons for it. Our pastoral support principle is that it is better to prevent poor behaviour, rather than merely to react to it with punishments.

These values are reflected in our code of conduct:

Compassion
Aspiration
Respect
Endeavour

- Always show **compassion** for other people, treating them in a kind and helpful way as you would wish to be treated;
- Always aspire to be the best person that you can be, both academically and personally. Always show respect for others, including property and the school grounds. Always try as hard as you can, bouncing back from failure to try again.

DEFINITION OF BULLYING

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 and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, homophobia, special educational needs, disability or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. It may occur directly or through cyber-technology (social websites, mobile phones, text messages, photographs, emails). Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical.

There are many ways in which children perceive that they themselves are being bullied. These range from being called names, being teased, being pushed or pulled about, hit, having possessions taken or thrown around, having rumours spread, being ignored or left out, being teased or called names because of race or religion, being forced to hand over money or possessions.

Racial, Religious and cultural bullying

The school will not tolerate any forms of racism, or bullying or harassment based on the religious or cultural affinities of children or adults. Should a racist, religious or cultural incident occur, it will be dealt with firmly in accordance with procedures as outlined in the School's Behaviour Policy.

Gender/ sexual, sexist bullying / homophobic

The school will not tolerate any form of gender / sexual intolerance / homophobic or sexist behaviour. Men and women will be portrayed as equal. Any form of sexual bullying including (whether physical or non-physical) that based on a person's sexuality (homophobic) or gender will not be tolerated. This includes: all behaviour carried out to either a person's face, behind their back or by the use of technology; gossiping and spreading rumours about someone's sexuality, or touching someone in a way which makes them feel uncomfortable.

Special Educational Needs and Disability Bullying

The school will not tolerate any form of bullying relating to people with disability, special educational needs or learning difficulties, whether this is physical or mental.

Cyber-bullying

This includes any form of cyber or electronic communication bullying for example through social websites, mobile phones, text messages, photographs and e-mail. Close adherence to the e-safety policy is expected by all members of the school community. Bullying through the use of any such electronic or communication devices is equally unacceptable and consequences will be the same as any other form of bullying. The e-safety policy must be read in conjunction with this policy in order to fully understand the procedures involving the use of technology in school or in connection with school, pupils and staff.

DEALING WITH BULLYING

Bullying is a highly distressing and damaging form of abuse, which can even lead to suicide, and is not tolerated in our school (although bullying is not a specific criminal offence, there are criminal laws which apply to

harassment and threatening behaviour). All staff are vigilant at all times to the possibility of bullying occurring, and will take immediate steps to stop it happening, to protect and reassure the victim and to discipline the bully.

Any complaint by a parent that their child is, or may be, being bullied will be fully addressed.

- Parents should first approach the Form/Class Teacher and explain the situation.
- The Form/Class Teacher will investigate the complaint and consult with the Director of Pastoral Care if necessary.
- Details of the issue will be recorded in the Daybook on the school portal
- Necessary steps will be taken to address the issue and the teacher will maintain on-going contact with the parent to monitor progress being made. Should the situation continue the Director of Pastoral Care or the Headmaster will further consider the matter and take appropriate action. This will include interviewing each child separately and together and gathering other pupils who may be involved to gather information. Each child will be given directives including the need to report any further incidents to a designated member of staff. That member of staff will also be expected to check the welfare of each child regularly, at least every day in the first instance for a short period of time. Any further actions will depend on the outcome of the investigations.
- Team action will be taken to support the victim. This will usually include ensuring that another child or small group of children befriends and supports the child being bullied during the school day.
- Team action will also be taken to help the bully understand the effects of his/her behaviour and to modify any bullying behaviour.
- Work relative to the incident will be immediately filtered into PSHE lessons / sessions for that year group / class/ group if appropriate.
- There will be ongoing observation and monitoring of the situation until a satisfactory outcome has been achieved.
- A written record will be kept of all incidents that are dealt with in the Daybook on the school portal. Bullying concerns will be discussed with appropriate members of staff.

The sanctions taken against a pupil who bullies will depend on the seriousness of the case, but may include the loss of any privileges or position of responsibility he/she holds in the school, loss of free-time, increased supervision or in cases of severe and persistent bullying even exclusion. His/her behaviour will be carefully monitored until the school is satisfied that the problem has been resolved.

If a pupil's bullying behaviour is clearly identified, the parents of that child will be informed and asked to assist in remedying the situation. We ask for the full support of all parents in these matters with the knowledge that all our parents are willing to take an active role for the good of all our pupils.

SAFEGUARDING & BULLYING

When a child is a victim of bullying and is suffering or likely to suffer significant harm the school should investigate the matter as a safeguarding issue. This would mean following safeguarding policy and procedures and possibly referring the incident to Children's Services.

RAISING AWARENESS & PREVENTING BULLYING

As part of our Anti-Bullying Policy we aim to raise awareness through the curriculum and give pupils and teachers the opportunities to talk about and deal with bullying in general. Teachers will make their children aware of school rules and routines. Through normal lesson times, especially in assemblies, RE lessons and PSHE times, and such times as circle times and Form Periods, the teachers will also educate their pupils morally and spiritually and deal with the issue of bullying from time to time. Teachers may use the 'Advice to Pupils'

appended with this policy to help pupils understand about bullies, victims and bullying. As part of the Computing and PSHE curriculum issues of safe internet use and the dangers of social media and grooming will be discussed with pupils. Training for staff on aspects of bullying will be a part of CPD. Most importantly we aim to establish an ethos where each and every one of us, pupils, staff and parents, care for each other and have values of respect and understanding. The issue of cyber-safety is also disseminated to parents through e-safety contracts, information letters and a specific safe internet-use meetings. Children will be taught how to use technology safely within the school setting and beyond so that they can engage in new IT but remain safe in doing so. Mr Sliney and Mr Newman (SL Computing) have delivered the school policy on e-safety and co-ordinated staff, parent and pupil awareness training. .

RESPONSIBILITY OF EMPLOYEES OF THE SCHOOL

All our employees are duty bound to assist in the implementation of our policies within the school. All staff will be watchful at all times that the discipline in the school is maintained according to the rules. Our whole school aims dictate that we should all be caring towards each other, and that means making sure that no member of the school community is suffering due to harassment or bullying.

In addition, staff who have greater contact with the children, including Teaching staff and Teaching and Learning Support Assistants have a duty to:

- be watchful, observe the social relationships between pupils in their class, and especially out of the classroom environment;
- keep records of any bullying incidents and what was done on the pupil's record file in the Daybook ;
- inform members of the staff team (within departments) and seek their co-operation;
- inform members of the Leadership Team as appropriate;
- contact parents if need be;
- draw up a programme of activities on bullying awareness and prevention eg., circle time, to help children involved understand;

SUPERVISION AND THE SCHOOL ENVIRONMENT

Pupils are carefully supervised at Eversfield, including break and lunchtimes except occasions when individual responsibility is expected by older pupils when moving around the school to specific areas. There are agreed procedures at different levels of the school about such matters as behaviour in queues/going to the toilet. We have taken measures in the construction of our procedures and routines so that it is difficult for children to be physically bullied during the school day. Some areas of the school are out of bounds and pupils must not go there unsupervised. At Break times there are no areas where pupils play that are out of sight of the staff on duty. All staff are warned to be watchful of all potential bullying situations.

Pupils on occasion may be threatened or bullied out of school, including online/cyberbullying. We cannot be responsible for what happens to our children outside the school after school hours but may become involved if the perpetrator is a pupil of the school. If such behaviour results in bullying at school we will seek to deal with the victims and bullies in line with the guidance in this policy. We believe that all our parents understand this point of view and will willingly help us resolve any problems of this nature.

Pupils' access to the internet is restricted and closely monitored by teachers and by the IT Network Manager. Pupils have to agree to follow the Use of Internet Rules before being allowed access to it.



ADVICE TO PUPILS

Information on dealing with bullying is displayed around different parts of the school. A copy of this information is enclosed as an appendix to this policy. The procedure for investigating and dealing with reported incidents of bullying, are followed in the same way if reported directly to school by a pupil.

Reporting Bullying

Any bullying should be reported. **Do not delay** or it may continue. Pupils must tell their Form Teacher immediately or as soon as possible, or any member of staff they feel comfortable talking to, including the Headmaster or an assistant. If they do not want to tell someone at school, encourage them to talk to someone at home. Do not let it go unknown.

ADVICE TO PARENTS

No school is immune from bullying and no school should be complacent. If bullying occurs at Eversfield it is vitally important that all of us should know what action to take. This policy contains advice for pupils and for parents.

Staff at Eversfield recognise bullying behaviour as all forms of physical and psychological abuse systematically directed at victims who find this hurtful. We take responsibility for helping all pupils understand what bullying is and the harm it can do. We believe that adults can set an example in their own behaviour.

The ethos of the school will help to instil mutual respect and civilised behaviour, but we recognise that in our preventive approach to bullying we should provide pupils with the opportunity to discuss the topic at regular intervals during such times as circle times and Form periods.

We will also ensure that every pupil knows where, when and to whom they can talk about any bullying incidents.

If you discover that your child is being bullied do not encourage him or her to 'hit back' or retaliate. It may be contrary to your child's nature and may be just what the bully wants. Emphasise to your child that there is nothing wrong with him or her and that he or she can be helped. Contact the School.

Incidents of bullying should be immediately referred to the Form/Class Teacher. Senior staff may then be called in to help. Although the nature of the response will depend upon the circumstances, staff will always use tact and discretion in their follow-up.

The whole school community (parents, pupils and staff) has a role to play in combating bullying. All pupils should be aware that there is no such thing as an innocent bystander and the school neither condones nor ignores bullying, whilst all adults should be familiar with this policy to ensure that every pupil receives his or her education in a safe environment free from humiliation, oppression or harassment.

STAFF / PARENT BULLYING

Bullying in a work place or community is not limited to children. If any member of staff or parent feels they are being victimised in any way by another person at school, or associated with school, this too should be reported to the Headmaster who shall treat it with the same urgency.



EQUAL OPPORTUNITIES

We are committed to the principle of equal opportunity for all pupils irrespective of race, religion, gender, language, disability or family background, and to the active support of initiatives designed to further this principle.

We believe that equal opportunity is at the heart of good educational practice. All pupils are of equal value and deserve equal access to every aspect of school life. They have an equal opportunity to learn and work towards their highest possible levels of achievement. The 'Vision and Values' which we uphold as a school help to emphasize equal opportunities for all staff and pupils at all times. All personnel are responsible for ensuring that we implement this policy.

REFERENCES

This policy has been drawn up with reference to the latest DfE guidance on the prevention of bullying:

Preventing and Tackling Bullying (DfE July 2017)

Equality Act 2010

Behaviour and discipline in school (DfE 2016)

Cyberbullying: Advice for headteachers and school staff (DfE Nov 2014)

Keeping Children Safe in Education (DfE Sept 2019)

Resources:

General:

<https://www.anti-bullyingalliance.org.uk/> A bullying prevention charity with tools and information for children, parents and teachers.

Cyber bullying:

childnet-int.org Specialist resources for young people to raise awareness of online safety and how to protect themselves.

MONITORING AND REVIEW

This Policy is monitored by the Governing Body and will be reviewed every two years or earlier, if deemed appropriate.

Reviewed/revised November 2019 S Sliney, Director of Pastoral Care / R A Yates, Headmaster