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EUROPA SCHOOL UK ANTI-BULLYING POLICY

Version and Date		Action/Notes
V2	07/06/2018 11/06	Added review details and links to legislation Reviewed for Primary and Secondary
V3	20/07/2020	Updated to reflect new leadership structure
Review Date 07/06/2022		Review every two years

Legislation: <https://www.gov.uk/bullying-at-school>

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Every member of the school community should feel valued and respected and all persons should be treated fairly, inside and outside school, on the way to and from school and when it involves our community. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to report it to a member of staff.

What Is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying, according to the SEAL definition, is the deliberate use of power by one child - sometimes in a group - over another child, to make them feel bad. Bullying is not having a single argument or fight with someone. It isn't saying something bad to someone once when you are angry. Bullying goes on deliberately - on purpose- over a period of time. Bullying is the persistent use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying includes:

- Emotional hurt caused by being unfriendly, excluding, tormenting.
- Physical hurt through pushing, kicking, hitting, punching or any use of violence
- Racism through racial taunts, graffiti, gestures, comments
- Unwanted physical contact or sexually abusive comments
- Bullying on grounds of sexuality, appearance, nationality
- Verbal hurt through name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying across all areas of the internet, such as e-mail & internet chat room misuse; mobile threats by text messaging & calls; misuse of associated technology.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. ESUK has a responsibility to respond promptly and effectively to issues of bullying.

Often bullying is complex and can involve a group of pupils acting together. It is important that the school fully investigates and documents incidents so that patterns of behaviour can be identified and addressed.

Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should 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.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Discriminatory Language

A culture where discriminatory language goes unchallenged, is likely to be a culture where bullying is more prevalent. Due to this, discriminatory language is not acceptable and will be challenged.

How the school may respond - If a pupil makes a homophobic remark - or any discriminatory comment - challenge it and tell the pupil that this is not acceptable in this school. If the remarks continue and the pupil does not take heed of the challenge, refer to senior leaders and ensure the pupil understands the effect of their behaviour and that sanctions will apply. Involve parents to explain why this is part of the anti-bullying policy.

Signs and symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine

- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to staff - class teachers or secondary pastoral team in the first instance
2. In cases of serious bullying, the incidents will be recorded by staff on the school's data system and staff should discuss this with the pedagogical leadership.
3. In serious cases parents should be informed and will be asked to come into a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the pupil (or pupils) who is (are) bullying change their behaviour

Outcomes

1. A pupil who has been bullying may be asked to genuinely apologise. Other consequences may follow. A warning will be issued about victimization.
2. In serious cases, suspension or even exclusion will be considered
3. If possible, the pupils will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. Review of social programmes to address any significant issues arising from the bullying event.

Prevention

As and when appropriate, these methods - taken from KIDSCAPE - for helping children to prevent bullying may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters
- create a tracker for the child in response to the allegation
- participate in anti-bullying week
- organise workshops/assemblies to raise awareness of bullying.
- anti bullying education is part of the RSE curriculum
- have regular surveys among pupils, staff and parents regarding bullying
- encourage students to complete annual bully survey by OCC

A variety of appropriate strategies may be used to deal with reported incidents:

- Apology from bully to victim (verbal/written).
- Discussion of the victim's own behaviour leading up to the incident.
- Positive steps to be taken with the bully/bullies to encourage improved behaviour.
- Monitoring of the bully after the incident to see any repeated behaviour.
- Counselling of victim/bully.
- Parents /carers may be contacted by letter /telephone/invited into school, if appropriate.
- Implement disciplinary sanctions, including detentions/exclusions.
- Record incidents of bullying according to type and use this data to monitor incidents of bullying in the school.
- Use specific organisations and resources for help with particular problems.
- Work with the wider community such as the police and children's services where bullying is particularly serious or persistent and when a criminal offence may have been committed.

Bullying outside school premises

Head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, in a town or village centre, cyber bullying or via social networking sites.

Where bullying outside school is reported to school staff, it should be investigated and

acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Involvement of pupils / students

School will ensure students know how to express worries and anxieties about bullying. Similarly, all students will be aware of the consequences, which may be applied against those engaged in bullying.

If parents/carers are not satisfied with the school's response, the headteacher/ Principal should be contacted. There are also independent sources of support as detailed below:

HELP ORGANISATIONS.

www.kidscape.org.uk

www.bullying.co.uk

www.anti-bullyingalliance.org.uk