

# Anti-bullying Policy

**The Chantry School January 2022**



<b>Approved by:</b>	<b>FGB Date: January 2022</b>
<b>Last reviewed on:</b>	<b>January 2022</b>
<b>Next review due by:</b>	<b>September 2023</b>

## Intent

We strive to create a culture based on our core 3Rs values of Ready, Respectful and Responsible.

Pupils must feel safe and respected if they are to learn effectively. Since we are a school which sets high standards for our pupils through 'Excellence in all, Excellence for all' - it is important that we create a community in which bullying, harassment, prejudice and intolerance are not acceptable. This includes behaviour in school, on the way to and from school, on school transport, in the wider community and online.

Bullying is often in the news and is a form of real anxiety for some pupils and parents. It is important that we inform pupils and parents fully about our approach to dealing with bullying, so that pupils and parents can distinguish between what is bullying and what is not. Pupils and parents should be reassured that reports are investigated and resolved as quickly as possible.

We all accept that ignoring bullying behaviour is never right and gives the impression that bullying behaviour is tolerated. No pupil should suffer from harassment of any kind. We understand that bullying happens in all societies and at all levels. It is important that to educate and make our pupils aware of their responsibilities in ensuring they know how to recognise intolerance and are ready to be upstanders rather than turn a blind eye as bystanders.

In addressing intolerance, harassment, and bullying behaviour we always aim to educate young people. We aim to be able to understand the reasons for the behaviour, we challenge that behaviour, and we encourage pupils to behave in a socially responsible and respectful way. We expect all pupils to report prejudice and unkind behaviours – either directed towards them or others. Bullying is not normal behaviour, and it will not be tolerated.

## Definition of Bullying

There is no legal definition of bullying. Our accepted definition of bullying is:

**Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically, verbally, or emotionally.**

Bullying can take many forms and there is no exclusive or exhaustive list of bullying behaviours. It can occur face to face or online, it can be direct or indirect as threats or by involving a third party.

Prejudice is a form of bullying whereby negative behaviours are directed against someone based on difference or perceived difference such as race, religion, gender identity, sexuality, disability, ability, or other form of character or identity. Although prejudice may not be repeated and therefore classed as bullying – any form of prejudice will not be tolerated and will be recorded and monitored by Heads of Year and LMT as a matter of course and reported in half-termly behaviour reports.

The Chantry School **does not** accept that banter, joking, having a laugh or "I didn't mean to cause offence", ignorance of the law, "it's just part of growing up", or that "boys will be boys" are in any way acceptable excuses for prejudice or bullying behaviours.

The development of, and widespread access to technology has provided a medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is still a form of bullying and can happen at all times of the day, with a potentially bigger audience. The Chantry School will continue to follow the anti-bullying rationale and will not ignore cyber-bullying.

## Aims and Objectives

- To assist in creating a culture in which attending Chantry School is a positive experience for all members of our community
- To make it clear that all forms of bullying, harassment, and prejudice are unacceptable at The Chantry School
- To enable everyone to feel safe while at The Chantry School and encourage pupils to report incidents of bullying, harassment, and prejudice
- To deal with each incident of bullying, harassment, and prejudice as effectively as possible, taking into consideration the needs of all parties and of our community, and as a result aim to reduce the incidents of bullying, harassment, and prejudice
- To support and protect those reporting bullying, harassment and prejudice and ensure they are listened to, and their views are taken into consideration
- To help, support and educate pupils displaying negative behaviours to change their attitudes and understand why it needs to change
- To liaise with parents and other appropriate members of the school community
- To ensure all members of our community feel responsible for helping to reduce bullying, harassment, and prejudice
- To involve outside agencies when appropriate and in all cases of sexual harassment and sexual violence
- To communicate and ensure our whole community is aware and can take ownership of The Chantry School anti-bullying policy
- To maintain and develop effective listening systems for young people and staff within The Chantry School
- To equip all staff with the skills and information necessary to deal with incidents of bullying, harassment, and prejudice
- To involve the wider school community e.g. lunchtime assistants, part-time staff, volunteers and visitors in dealing effectively with, and if necessary reporting any bullying, harassment and prejudice incidents.
- To acknowledge the key role of every staff member in dealing with incidents of bullying, harassment, and prejudice in the moment
- To ensure that all incidents of bullying, harassment and prejudice are recorded, and appropriate use is made of the information over time, where appropriate sharing it with relevant outside agencies

## Links to other Policies

***Keeping Children Safe in Education, September 2021 (DfE)*** includes bullying under child-on-child abuse.

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1021914/KCSIE\\_2021\\_September\\_guidance.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1021914/KCSIE_2021_September_guidance.pdf)

All staff are aware that children can abuse other children. It can happen both inside and outside school and online. It is important that all staff recognise the indicators and signs of child-on-child abuse and know how to respond to such events. All staff should familiarise themselves with The Chantry School's anti-bullying policy and act accordingly.

Child-on-child abuse may include (but is not limited to):

- Bullying (including cyber-bullying, prejudice and discriminatory bullying)
- Abuse can occur in intimate personal relationships and within friendships
- Physical abuse which can include hitting, kicking, shaking, biting, hair pulling or otherwise causing physical harm
- Initiation / hazing / ritual humiliation
- Sexism and sexual harassment, includes events such as (direct, indirect or online) comments, remarks and jokes, the sharing of nudes and semi-nudes (images or videos), upskirting,
- Sexual assault, violence and sexual activity without consent

Further information and guidance can be found in

## ***Sexual violence and sexual harassment between children in schools and colleges, September 2021 (DfE)***

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1014224/Sexual\\_violence\\_and\\_sexual\\_harassment\\_between\\_children\\_in\\_schools\\_and\\_colleges.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1014224/Sexual_violence_and_sexual_harassment_between_children_in_schools_and_colleges.pdf)

### ***The Chantry School's Online Safety Policy***

<https://www.chantryschool.com/wp-content/uploads/2021/11/Online-Safety-Policy.pdf>

### ***The Chantry School's Behaviour Policy, September 2021***

<https://www.chantryschool.com/wp-content/uploads/2021/09/Behaviour-Policy-September-2021.pdf>

### ***The Chantry School's Equality & diversity Policy***

(Policy under-review)

## **Roles and Responsibilities**

### **Pupils, parents, and all school staff -**

Pupils, parents, and all school staff are expected to always behave appropriately and respectfully towards all other members of the school community. Pupils, parents and all school staff should treat each other and all members of the school community with kindness and dignity. Pupils, parents and all school staff should be ready to stand up for what is right and report incidents they know to be wrong. Pupils, parents and all school staff should always act responsibly and promote tolerance, equality and justice.

## **Implementation through practice and procedures**

### **Promoting an anti-bullying culture**

Personal, Social, and Health Education and Relationships, Sex, and Health Education (PSHE and RSHE) at The Chantry School support pupils to develop the knowledge, skills and attributes they need to manage their lives, now and in the future. It helps children and young people to stay healthy and safe, while preparing them to make the most of life and work. This includes building successful friendships, and relationships with others, as well as working with others and being part of a community. PSHE promotes the idea of difference as a positive. Our PSHE curriculum model is taught at an age appropriate stage when learning about relationships, sexuality and identity.

The five-year PSHE curriculum plan:

<https://www.chantryschool.com/wp-content/uploads/2020/12/PSHE-Long-term-plan-1.pdf>

### **Assemblies and Tutor Activities**

Some aspects of PSHE are strengthened through form times, assemblies and other curriculum areas where the messages of tolerance, equality, diversity, and kindness are actively promoted. Each tutor group has an Anti-bullying ambassador who can signpost members of their tutor group to support from an adult. Peer mentors can also help with low level friendship issues and fallings out as well as signposting to adults for more support.

## **Reporting and Recording of events**

We strongly advise that **all** incidents of bullying, harassment, prejudice and intolerance are reported. Whenever an adult in school observes any bullying, harassment, prejudice and intolerance they must address the behaviour there and then and in the moment. We must never turn a blind eye or ignore such behaviour to do so suggests that the behaviour will be tolerated. All incidents reported will be recorded on CPOMS and monitored by the Safeguarding Team. Any sanctions that follow will be recorded on SIMS.

***How a pupil can report an incident in school:***

- Tell the nearest adult as soon as possible
- Go to Pupil Support and tell Ms Drust, Mr Lewis or Mrs Richardson
- Tell your Tutor or Head of Year

***If a pupil does not feel comfortable telling someone in school:***

- They should tell their parent/s or
- Email school – [getsupport@chantryschool.com](mailto:getsupport@chantryschool.com)

***How a parent can report an incident to school:***

- Telephone the school: 01886 887100 and ask to speak to the relevant tutor or Head of Year.
- Email your child's tutor or Head of Year, contact details can be found following the link:

<https://www.chantryschool.com/wp-content/uploads/2021/11/Form-Tutors-and-Heads-of-Year-2021.pdf>

**Actions as a result of reporting events**

In life our actions always bring consequences. When a report of bullying, harassment, prejudice or intolerance is received, as a school we will always take the report seriously and investigate the claim thoroughly which may involve seeking the views of both parties, and any witnesses. We will review any CCTV footage available and any other forms of evidence such as screenshots of electronic messages, online video footage and any other useful evidence.

Where significant harm has been caused we will refer to Family Front Door and Children's Services. Where a crime has been committed we will inform the Police.

We will always aim to educate young people who have behaved in a way that has led to a claim of bullying, harassment, prejudice or intolerance. We shall also consider the motivations behind bullying behaviour and if necessary support the pupil who is the perpetrator who may be at risk themselves.

There may be a sanction as a consequence of a pupil's behaviour from losing their free time, detentions at lunch time or after school, time spent in our Behaviour Support Room, time in isolation, a fixed term exclusion, a permanent exclusion or a referral to Alternative Provision.

**Support through external agencies – websites you may find helpful**

## **Anti-bullying**

Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Beat Bullying: [www.beatbullying.org](http://www.beatbullying.org)

Childline: [www.childline.org.uk](http://www.childline.org.uk)

Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)

Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)

MindEd: [www.minded.org.uk](http://www.minded.org.uk)

NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)

The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)

Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)

Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

## **Cyberbullying**

Childnet International: [www.childnet.com](http://www.childnet.com)

Digizen: [www.digizen.org](http://www.digizen.org)

Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)

Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

## **LGBTQ+**

EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)

Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)

Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

## **Racism and Hate**

Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)

Kick it Out: [www.kickitout.org](http://www.kickitout.org)

Report it: [www.report-it.org.uk](http://www.report-it.org.uk)

Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)

Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)

## **SEND**

Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)

Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)

DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>