

DORMSTON SCHOOL

Anti-Bullying Policy

Date	Review date	Anti – Bullying Leads	Nominated Governor
01.08.2023	01.08.2024	Nick Amos Phil Amos Claire Williams	George Craig
			Ratified: Date: 01.08.23

Student leadership are trained as anti-bullying ambassadors.

The Anti Bullying Alliance defines bullying as, “the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can be physical, verbal or psychological. It can happen online or face to face” (2023).

Bullying is not when two people have a disagreement or fallout.

As a school we recognise that bullying can often start with trivial events such as teasing and name calling, which nevertheless rely on abuse of power. If left unchallenged this can lead to more serious events taking place. It is important to recognise that some instances of bullying can raise safeguarding concerns and/or result in a criminal investigation. Schools have a duty of care to protect students and provide a safe learning environment.

AIMS OF THE POLICY

- to prevent all incidents of bullying and discrimination at Dormston School;
- to encourage everyone at Dormston School to take responsibility for stopping and preventing ALL types of bullying and discrimination;
- to offer targets of bullying and discrimination comfort and support;
- to encourage and support all potential bullies to change their behaviour and attitudes towards others;
- to create a climate where a bully and the target of bullying can come together in a controlled environment to openly discuss the incident(s) and ultimately resolve the conflict.

TYPES OF BULLYING AND HARASSMENT

The three main types of bullying are:

- **Physical:** Hitting, kicking, shoving, theft, spitting, forcing against a persons will, inappropriate touching, invasion of personal space, destroying or damaging other people's possessions;
- **Verbal:** Name calling, offensive language, racist comments, sexist comments, homophobic, biphobic and transphobic comments, comments against a disability, the use of put downs/insults, spreading malicious rumours, belittling others;
- **Psychological:** Isolating an individual from activities/games and the social acceptance of social peers.

Bullying can take place in the form of:

Indirect -stand-over tactics, threatening others, deliberate exclusion from activities, the setting up of humiliating experiences, offensive notes or material, graffiti, and so on.

Cyber bullying- unkind texts and social media messages, hacking into someone's gaming or social networking profile, abusing others in an online game, spreading secrets or rumours about someone online.

Undermining - constant criticism or spreading rumours

Exclusion - ignoring or isolating someone

Sexualised - sexual comments, taunts or name calling, distributing sexual material.

Coercive - intimidation and control of an individual, using mind control, thought reform and persuasion

PREJUDICIAL BASED BULLYING (discrimination)

Bullying is often fuelled by prejudice-based opinions such as;

- race and ethnicity (BAME);
- religion;
- culture or class;
- gender;
- sexual orientation;
- gender identity;
- age;
- special educational needs or disability;
- appearance or health conditions;
- being related to another vulnerable groups e.g. looked after.

*Please note: LGBT+ bullying can potentially be targeted at any school stakeholder, whether they identify as LGBT+ or not.

PARENTS/CARERS can expect:

- to be informed if their child believes they are subject to bullying or discrimination;
- to be informed if their child is involved in potential incidents of bullying or discrimination of other students;
- the school to take appropriate action when incidents of bullying or discrimination are seen or reported.

PARENTS/CARERS may:

- be asked to come into school to discuss incidents of bullying or discrimination;
- be asked to be involved in any monitoring procedures set up by the Head of House;
- be asked to attend a meeting to discuss the situation and positive actions the school are taking to ensure all students feel safe and effectively supported.

STUDENTS can expect:

- to feel safe from persistent bullying or discrimination during their time at Dormston;
- to be listened to by all teachers if they report incidents of bullying or discrimination;
- to receive information and advice during assemblies, form time, Anti-Bullying Ambassadors, PSHE sessions and at other points during their education;
- appropriate action will be taken against those responsible for incidents of bullying or discrimination;
- targets will receive an advocate for continued monitoring and support;
- Perpetrators, in addition to being sanctioned, will also receive support and educational work to ensure more positive actions moving forwards.

STAFF are expected to:

- actively discourage all forms of bullying or discrimination, following the schools zero tolerance approach;
- develop high quality resources on bullying for use in curriculum lessons and PSHE programme. Diversity in Dormston to be promoted and celebrated throughout each academic year;
- treat information provided on any incident of potential bullying or discrimination seriously and sympathetically;
- initially adopt a problem-solving approach when incidents are reported,
- take appropriate action and/or provide information on incidents of bullying or discrimination to their Head of House/ Pastoral/ SLT, and record on CPOMS;
- try to facilitate meetings between the target and the 'bully' if appropriate;

- report incidents through the appropriate channels so that bullying logs are updated and appropriate sanctions/support is given to both target and perpetrators.

POLICY IMPLEMENTATION PROCESS

Awareness raising through the school

- work on equal opportunities; racism, homophobia, biphobia, transphobia, sexism, disability and gender roles, appropriate use of online social media, inclusion awareness is included in the curriculum for KS3 and KS4;
- value systems and attitudes are explored across the curriculum, including cultural aspects, prejudice and tolerance (celebration of differences);
- appropriate skills and strategies are taught to all students in every year group, including skills for helping each other to deal with bullying when it occurs, such as assertiveness, cooperative group work, listening, self-awareness, resilience, conflict resolution and specific strategies to deal with cyber bullying;
- assembly time is used to support the curriculum through weekly themes plus resources for form time reflections and discussions as part of the schools PSHE programme;
- the anti-bullying message is promoted through publicity, displays around the school and the Anti-Bullying and Diversity boards located in the atrium. All pupils sign the Dormston School anti-bullying pledge in September (see appendix). The be Heard Box is also located in the PLC and school has a diversity in Dormston email address that students can email if they feel they are struggling and finding it difficult to voice their concerns;
- students will be educated about cyber bullying through a variety of means:
 - an e-safety assembly at the start of the academic year;
 - E-Safety Day (February each year);
 - Anti-Bullying Week;
 - Weekly PowerPoint reminders;
 - PSHE;
 - throughout the curriculum within ICT, PSHE, Drama and English;
 - Anti-bullying ambassadors.
- students will be made aware of the unacceptable excuses of bullying, including bullying because of race, sex, sexuality, gender identity or disability. Our Diversity in Dormston programme will also support this;

- our Student Leadership Team are trained each September as Anti-Bullying Ambassadors and will be vigilant during social times regarding situations that may involve bullying and raise the profile of the importance of respecting others.
- Dormston School has joined the Anti-Bullying Alliance whole school United Against Bulling (UAB) programme. The UAB supports Dormston School to strengthen our anti-bullying practice, reduce bullying, improve the wellbeing of all our pupils and, ultimately, become a United Against Bullying School.

Additional considerations to preventing bullying within Dormston School

- duty rotas are revised on a regular basis to ensure that vulnerable areas of the school site are properly supervised at the appropriate times;
- Anti-Bullying Ambassadors are available during the school day if students are more comfortable in reaching out to one of their peers with regards to a bullying issue that is taking place;
- the Be Heard Box is situated in the PLC where students can discreetly highlight concerns they are experiencing so that issues can be dealt with promptly and sensitively;
- staff will maintain appropriate supervision and arrive at class on time, meeting and greeting every student;
- staff will be role models of appropriate behaviour and themselves avoid all forms of bullying behaviour against students or other staff members and parents/carers;
- staff will respond proactively in all classroom situations to eliminate the chance to bully, harass or cause hurt and embarrassment to other students;
- staff will be observant for signs of potential bullying or discrimination and report immediately via CPOMS to the Behaviour and Welfare Team;
- all staff will be kept up to date with the new technologies that children are using;
- parents/carers will receive information on how to keep their children safe on line/social media platforms;
- training takes place for staff and our student anti-bullying ambassadors regarding specific forms of bullying and discrimination.

Dealing with reports of bullying (including Cyber Bullying)

- always accept any report of bullying or discrimination and act on it (verbal/written/email);
- staff members making an initial response to a report of bullying need to:
 - meet with both parties separately and record the essential details including written statements by those involved and independent witnesses (The Head of House and Behaviour Welfare Team will use the school Allegations of Bullying paperwork to ensure the incident is thoroughly investigated if we believe this to be appropriate. A record of this will be placed on the student file);
 - make an immediate response to all parents/carers and students involved and ensure immediate interventions are put in place to prevent a further escalation;
 - fully brief the form tutors and Head of House to devise and implement the appropriate response or strategy. It is vital that other reported incidents concerning either the target or the bully are taken into consideration;
 - in serious cases, an immediate response may include mediation, safety measures put in place for the target on the way to and from school (in cases of online bullying parental support with the use of social media), Refocus Room or suspension of the offending student, restorative work, including PCSO support mentoring or counselling as and when deemed necessary;
 - restorative work and support must also be offered to both target and perpetrator in a bid to prevent further incidents;
- where appropriate, when incidents of bullying or discrimination occur, parents/ carers of both the target and bully are to be notified. In such cases, records of incidents must be recorded on CPOMS with follow up actions;
- staff need to recognise when a strategy is not working. There must be a follow up system in place to review and monitor whether or not the bullying has stopped. In ongoing cases, alternative interventions will be immediately adopted;
- bullying or discrimination is deemed by the school to be a serious breach of expected behaviour. Consequences will be applied, depending on the incident, as outlined in the School Behaviour Policy. If a person found to have been bullying fails to modify their behaviour appropriately, more serious consequences will be applied at the discretion of the Head Teacher.

Monitoring incidents of bullying:

- all incidents are entered into the bullying log on CPOMS. This information is discussed at Safeguarding meetings and Head of House update meetings to ensure that appropriate action has been taken;
- the Deputy Head Teacher in charge of Safeguarding and Behaviour provides an analysis of the bullying data from the bullying log and shares at Governors meetings on a termly basis;
- the analysis of these incidents ensures that issues are picked up timely and appropriate adjustments are made to support the needs of the students within our school, i.e. Duty rotas amended, assembly themes to raise awareness and information included in the weekly power points throughout the academic year.

DORMSTON SCHOOL ANTI-BULLYING POLICY

Student Guidance

What you can do

Bullying, including cyber bullying, is never a joke. It's no shame to name when you're in pain. You always have choices when you are being bullied.

When the bullying or harassment occurs:

- ☐ Look for support from those nearby (including the Be Heard Box)
- ☐ Be firm and clear - be confident. Tell them to stop.
- ☐ Get away from the source of the bullying as quickly as possible (this may mean switching off devices).

After the harassment has occurred seek advice:

- ☐ Don't blame yourself for what has happened
- ☐ Talk to a friend, a teacher, another adult or someone you trust
- ☐ Keep speaking until someone listens

When talking to an adult about harassment be clear about:

- ☐ What has happened to you?
- ☐ How often it has happened?
- ☐ Who was involved?
- ☐ Where it happened
- ☐ How you felt about what happened

What others can do

There is no such thing as an innocent bystander.

Observers/bystanders should:

- ☐ Not join in
- ☐ Let the bully know their actions are wrong
- ☐ Support the target
- ☐ Report the matter to a staff member or adult with whom they feel comfortable (or the Be Heard Box)

APPENDIX

Dormston School Anti-Bullying Pledge



SUPPORTING RESPECT AND RESPONSIBILITY

We want Dormston School to be a happy and pleasant learning environment where all staff and students feel safe and secure. Bullying has no place in this environment. We define bullying as "the repetitive, intentional hurting of someone, where there is an imbalance of power"

We agree that everyone has a responsibility to prevent bullying.
It is up to each and everyone of us to make sure bullying does not take place in this environment.

We will treat
each other with
RESPECT



We will speak
out against
bullying



We will be RESPONSIBLE
students who are active in
being part of the solution
to prevent bullying



We will not
allow others to
be bullied



We will report
any bullying
we see



We will help
others feel safe
and secure



We will agree
to and support
the Anti-
Bullying
Pledge



Tutor Group:

Signed:

