



Rossall

INSPIRING EXCELLENCE

ANTI-BULLYING POLICY

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ROSSALL SCHOOL

ANTI-BULLYING POLICY

Rossall School believes that all pupils have the right to learn and develop in a supportive, caring and safe environment without fear of being bullied. This policy has been informed by the use of the DoFE document, Preventing and Tackling Bullying: Advice for Head Teachers, Staff and Governing Bodies (July 2017). The policy is given to staff and all pupils with positions of responsibility relating to co-ordinating other pupils and is part of the training given to new staff. All pupils are made aware of its basic principles. It is available to parents on the school website or as a hard copy from Reception.

Terms

In this document the terms ‘bully’ and ‘victim’ are used. ‘Bully’ is used of someone who has manifested bullying behaviour; ‘victim’ is used of someone who has received bullying behaviour. The terms are used for ease of reference. There is no suggestion that these are discrete categories of people or that their involvement in bullying behaviour is necessarily either pervasive or persistent.

Aims and the seriousness of bullying

To produce an environment where it is understood that bullying causes psychological damage, impacting on pupil’s confidence, self-worth and even leading to suicide in some cases. Research suggests that to regard bullying as a straightforward discipline problem is no longer acceptable. Pre-emptive discipline could make the problem worse. It could reinforce the bully’s perception of their esteem among his/her peer group, and exacerbate his/her and their antagonism towards the victim. It is important that a bully is helped to see the hurt he/she inflicts on his/her victims and made to understand that his/her behaviour cannot be tolerated. In the long term if a bully is able to get away with his/her bullying he/she is likely to continue to bully in later life.

It is important that all understand that anyone can be bullied but that no one deserves to be bullied. Whatever the reason, a victim must be helped and protected. The victim will be assisted to develop the personal resources they need in order to overcome the difficulties they are facing. Rossall aims to treat each case individually and take into account any special circumstances when making decisions. Ultimately Rossall knows that pupils will learn best in a safe and supportive environment that is free from disruption and in which education is the primary focus.

Definition of Bullying

Bullying is action designed to intentionally hurt another person or group physically or emotionally. It is often motivated by prejudice against people, for example on grounds of race, religion, culture, sex, gender, homophobia, special educational needs and disability, or because a child is adopted or is a carer. It may be because of some other perceived difference. It may occur directly or through cyber-technology (special websites, mobile phones, text messages, photographs and email). Bullying usually involves an imbalance of power between the perpetrator and the victim.

The Equality Act 2010

Rossall School complies with the Equality Act 2010. As part of our Equality Duty we have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

Rossall recognises the fact that it is unlawful for the responsible body of the school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

Rossall Code on Bullying for pupils

All reasonable steps should be taken to ensure that, so far as it is possible, every pupil feels safe and happy at School and feels supported and protected at all times. Rossall expects all members of the School community to uphold this code including pupils.

- Every pupil at Rossall has the right to enjoy their learning and leisure time free from intimidation.
- The Rossall pupil will not tolerate unkind actions or remarks, even when these were intended not to hurt.
- To stand by when someone else is bullied, is to support bullying.
- If you are being bullied, or you know of someone who is being bullied, you should report this to a member of staff or a responsible senior pupil.
- Bullying will always be taken seriously by staff and pupils must play their part in creating an intimidation free environment at Rossall.

Types of bullying

Bullying can include a number of different behaviours:

- Emotional - being actively unfriendly, excluding, tormenting
- Physical - pushing, kicking, hitting, punching or any violence
- Racist - racial taunts, graffiti, gestures
- Religious – being singled out because of your religious beliefs
- Cultural - bullying based on prejudice and difference
- Sexual - unwanted physical contact or sexually orientated comments
- Homophobic - because of, or focusing on the issue of sexuality
- Disability – targeting pupils with physical or learning difficulties
- Verbal - name-calling, sarcasm, spreading rumours, teasing

- Cyber - Internet misuse through offensive website postings, e-mail and instant messaging. Misuse of mobile phones through text messaging, camera and video facilities, etc (Under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.
- Property - damage to or hiding or another's property
- Indirect - spreading rumours, excluding someone from social groups

Procedures to follow in the event of bullying

- Pupils and Parents should report incidents of bullying to any member of staff (or a responsible senior pupil in the case of pupils). This includes reporting cyber-bullying which occurs outside school.
- If a member of staff was not a Houseparent, then the circumstances of the bullying should be reported to the pupils' Houseparent.
- The Houseparent will normally investigate the circumstances, interviewing the bully and victim.
- In most serious cases the Deputy Head will be involved in dealing with the reported incident/incidents. If not involved the Deputy Head should still have the matter referred to him so that it can be recorded in the Serious Incident Book and a record placed on 3Sys.
- The Head will be informed of any cases of bullying.
- Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. If safeguarding issues are identified the matter will be referred to DSP. Advice will then be taken in relation to the pupil experiencing bullying or to tackle any underlying issue which has contributed to a child engaging in bullying.
- The school will deal promptly with any concerns over bullying and will involve parents where appropriate. In responding to concerns over bullying, our first response will always be to gather the relevant information in a calm and objective manner before deciding from an informed position the best intervention(s) to secure the desired outcome.
- Records of bullying will be maintained in the Serious Incident Book to ensure any repeated or patterns of behaviour may be identified.
- Where bullying has been identified and intervened against, we will continue to monitor the situation for a suitable time period.
- Appropriate support will be given to the victim and counselling will be available to both bully and victim if appropriate. This may be counselling by a member of Staff and/or a Peer Mentor or visits to the School Counsellor or counselling beyond School.
- Serious cases of bullying may result in suspension or exclusion. Persistent bullying will result in exclusion.
- Our pupils are encouraged to tell a member of staff at once if they know that bullying is taking place.
- In very serious cases, and only after the Head has been involved, it may be necessary to make a report to the Police or to the Social Services. Although bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour as outlined in the DfE advice, Preventing and tackling bullying, July 2017.

Sanctions

Applying sanctions in the case of bullying has to be dealt with sensitively. In cases of severe or persistent bullying temporary exclusion or exclusion will occur. Depending on the nature and extent of the bullying other sanctions may be applied including Friday and Saturday detentions. In some cases monitoring and counselling of pupils will take place without other sanctions applied.

Staff awareness and training

- Staff need to be alert to children who are vulnerable to and at risk of bullying. Pupils might be identified to Staff because of their individual circumstances or be part of a group as identified in the Definition of Bullying. Staff must also be attuned to imbalance of power in pupils' relationships which may manifest itself in terms of intimidation, social isolation or subtle slights.
- The school will ensure that all staff are aware of this policy and its contents and are trained to identify and respond to incidents of bullying. At regular intervals, staff receive training through INSET.
- It is the responsibility of the Deputy Head to monitor the incidence and occurrence of bullying within the Senior School and to keep the Head informed as appropriate.
- As either part of an investigation into alleged incidents of bullying behaviour, Rossall reserves the right to search belongings and confiscate items and materials perceived to be offensive.
- Rossall also reserves the right to confiscate/ban individual pupils from using or carrying mobile phones and other media devices in School either as part of an investigation of an alleged bullying incident or as a response to an incident.
- Mediation is an important part of our anti-bullying policy.

Limiting the opportunity for bullying

- The School is patrolled during break and lunch periods.
- At least one member of the house staff should be regularly present in each of the houses during these periods.
- It is the School's intention to minimise areas of the site that might facilitate bullying behaviour. Open areas where there is high public visibility are an effective deterrent. All areas of the Senior School site and the location of reported incidents are checked and monitored regularly.
- In boarding houses, there are strong teams of tutors supporting the Houseparents, who act *in loco parentis*. The informal house environment is important in reinforcing a pupil's standards and values, providing the opportunity for friendly, informal discussion of matters of concern to the individual pupil outside the formal classroom.
- We encourage close contact between the Houseparents and parents/guardians, and would always make contact if we were worried about a pupil's well-being.
- Our Medical Centre and all of our boarding houses display advice on where pupils can seek help, including details of confidential help lines and web sites connecting to external specialists, such as Childline, NSPCC, Get Connected, Samaritans.
- All pupils have access to a telephone helpline, enabling them to call for support in private.
- We provide leadership training to our Monitors which specifically covers the importance of offering support and assistance to younger and to vulnerable pupils.

- We have banned initiation ceremonies designed to cause pain anxiety or humiliation.
- We reserve the right to investigate incidents that take place outside school hours, on school visits and trips and that occur in the vicinity of the school, involving our pupils
- We welcome feedback from parents and guardians on the effectiveness of our preventative measures.
- All staff should be sensitive to changes in behaviour, moods, and be aware of absenteeism.
- It is the responsibility of all staff to refer any pupil over whom problems may be sensed to the appropriate Houseparent, Tutor, Head of Year, Designated Senior Person or to the Deputy Head.

Prevention through education

Rossall seeks to educate pupils about how to interact effectively and positively. We aim to produce a safe and secure environment where all pupils can learn without anxiety and where we minimise opportunities for bullying.

Pupils are encouraged to co-operate with each other, form positive relationships and question behaviour which discriminates against others. They should also learn to listen to others at the same time as demonstrating an appropriate degree of assertiveness.

To combat the culture of silence, a culture of being prepared to tell is encouraged. Tutor time is used to encourage amongst other things that any pupil being bullied should speak to his parent, Tutor, Year Head, Houseparent, the Chaplaincy or any other trusted adult about it. Serious consideration will be given to the topic within the framework of peer group pressure in PSHE. Training of school monitors will also address bullying and encourage the culture of being prepared to tell. Assemblies will, from time to time, focus upon it.

A number of other subjects offer openings to examine questions of oppressive behaviour and equality. For example, through literature pupils may explore the emotional impact of isolation or abuse. History can help pupils to understand intimidation and persecution.

All Houses have information displayed about Rossall's Anti-bullying Policy and advice on what to do if someone feels they are being bullied (See Appendix 1 and 2).

Bullying beyond Rossall School

Schools are not directly responsible for bullying off their premises and this can be a difficult area to manage. However, pupils are encouraged not to suffer in silence. The bullying may be by pupils at the School, pupils at other schools, or people not at school at all. Where a pupil reports bullying off the school premises, there are a number of responses that may be appropriate:

- Disciplining pupils 'to such an extent as is reasonable'
- Contact with the local police
- Contact with the relevant transport provider about bullying on buses and trams
- Contact with Heads of other schools
- Alternative routes to School
- Talk to pupils about how to avoid or handle bullying outside the school premises
- Contact parents

Cyberbullying

“Cyberbullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others.” Bill Belsey, <http://www.cyberbullying.org/>

Cyberbullying can involve Social Networking Sites, emails and mobile phones, used for SMS messages and as cameras.

Rossall School:

- Expects all pupils to adhere to its charter for the safe use of the internet. Certain sites are blocked by our filtering system and our IT Department monitors pupils’ use.
- May impose sanctions for the misuse, or attempted misuse of the internet.
- Adheres to the BECTA guidelines regarding E-teaching and the internet.
- Offers guidance on the safe use of social networking sites and cyberbullying in PSHE lessons, which covers blocking and removing contacts from “buddy lists.
- Offers guidance on keeping names, addresses, passwords, mobile phone numbers and other personal details safe.
- Does not permit mobile phones in classrooms, public areas of the school, or where they may cause annoyance to others.
- Does not allow the use of cameras on mobile phones in sensitive areas of the school site, eg washing and changing areas. Pupils are not allowed to take images of each other without permission. Pupils are informed that the law does not allow the storing of ‘indecent’ images or the dissemination of them to others, ie ‘sexting’.

The role of parents

Rossall acknowledges the role played by parents in ensuring that instances of bullying are reduced. It is clearly helpful where parents are able to support the values and measures represented within this policy and to discuss relationships, incidents and concerns in the same light.

- Parents, who are concerned that their children may be being bullied, or may be a perpetrator of bullying, should contact their Tutor, Year Head or Houseparent immediately. We advise against contacting other parents to sort out matters.
- If parents are not satisfied with the response they should contact the Deputy Head or the Head.
- A parent who is dissatisfied with the way the school has dealt with a bullying incident can follow the Complaints Procedure.

Recording instances of Bullying

All instances of bullying are recorded in the Serious Incident File kept by the Deputy Head.

Related Policies

- Behaviour Policy (including Discipline and Exclusions)
- Special Education Needs (SEN) and Learning Difficulties Policy
- Disability Policy
- Equality and Diversity Policy

- E-Safety
- Social Media Policy for Pupils
- Pupils use of ICT, Mobile Phones and Electronic Devices
- Child protection and safeguarding policies

Further Sources of Information

DfE resources:

Legislative links:

DfE Behaviour and Discipline in Schools Guidance

Schools' duty to promote good behaviour (Education and Inspections Act 2006 Section 89)

Power to tackle poor behaviour outside school (Education and Inspections Act 2006 Section 89(5))

The Equality Act 2010

Specialist Organisations:

The Anti-Bullying Alliance (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

Beatbullying: A bullying prevention charity with an emphasis on working directly with children and young people. In addition to lesson plans and resources for parents, Beatbullying have developed the Cybermentors peer support programme for young people affected by cyberbullying.

ANTI-BULLYING AT ROSSALL SCHOOL

We seek to prevent bullying by promoting a school ethos in which bullying is regarded as unacceptable. Research suggests that one of the most effective deterrents of bullying is peer attitudes and responses. Pupils are encouraged to remove themselves from situations and to report incidents in which they are concerned that bullying behaviour is occurring.

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To combat the culture of silence, a culture of being prepared to tell is encouraged. Tutor time is used to encourage amongst other things that any pupil being bullied should speak to his parent, Tutor, Year Head, Houseparent, Designated Senior Person, the Chaplaincy or any other trusted adult about it.

- The school will deal promptly with any concerns over bullying and will involve parents where appropriate.
- Serious cases are referred to the Head.

- Records of bullying or suspected bullying will be maintained to ensure any repeated or patterns of behaviour may be identified.
- Where bullying has been identified and intervened against, we will continue to monitor the situation for a suitable time period.
- Appropriate support will be given to the victim and counselling will be available to both bully and victim if appropriate.
- Serious cases of bullying may result in suspension or exclusion.
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- Our pupils are encouraged to tell a member of staff at once if they know that bullying is taking place.

The Seriousness of Bullying

It is important to state that anyone can be bullied but no one deserves to be bullied. Whatever the reason, a victim must be helped and protected. The victim needs to be assisted to develop the personal resources they need in order to overcome the difficulties they are facing.

The full Anti-Bullying Policy can be found on the School's website.

WHAT TO DO IF YOU ARE BEING BULLIED?

If you are being bullied, there are a range of strategies you can adopt to deal with the situation:

- Always remember that no one deserves to be bullied – bullying is always the bully’s fault. Bullies seek out and need victims and just happened to pick you.
- Tell a friend what is happening. Ask him/her to help you. It will be harder for the bully to pick on you if you have a friend with you for support.
- Ignore the bully or say ‘No’ really firmly, then turn and walk away. Don’t worry if people think you’re running away. Remember, it is very hard for the bully to go on bullying someone who won’t stand still to listen.
- Don’t show that you are upset or angry. Bullies love to get a reaction. Keep calm and hide your emotions; the bully might get bored and leave you alone.
- Make up funny or clever replies in advance. Replies don’t have to be brilliant, but it helps to have an answer ready. Practice saying them at home.
- Don’t fight back if you can help it. If you fight back, you could make the situation worse, get hurt or be blamed for starting the trouble.
- Stick with a group, even if they are not your friends. Bullies tend to pick on people when they are on their own.
- Practice ‘walking tall’ – look in the mirror. If you look positive and confident, the bully will find it harder to identify you as a target – even if you don’t feel that way inside.
- Keep a diary about what is happening. Write down details of incidents and your feelings. When you decide to tell someone, a written record of the bullying makes it easier to prove what has been going on.
- Tell your parents or other adults such as your tutor or HoP – you need their help. Don’t suffer in silence and let the bullies win.
- Don’t answer texts, emails or messages which are abusive. Log them and report them to your parents or your tutor or HoP. Don’t delete them. You don’t have to read them but you should keep them as evidence. Do not give out personal details on the internet or by text. If you use chat-rooms, always stay in the public areas.
- Don’t answer texts, emails or messages from someone you don’t know.
- Speak to Monitors, both House and School.
- Speak to the Chaplaincy.

If you have been bullied:

If you have persistently been bullied, you might start to believe what the bully says – you are ugly and awful and that no one will ever like you. This is not true: this is ‘victim-think’. To help you feel better about yourself:

- Try doing some mental exercises to build up your self-confidence, for example, focusing on your breathing to calm the mind.
- Make a list of all the good things you can think of about yourself. We all have talents. The next time you feel down, think about the good things on your list.

- Learn to talk to yourself in a positive way: say, “I may not look like a film star, but I’m good at maths and have a brilliant sense of humour!”
- If you have a particular interest, develop your skills, whatever they are.
- Change your mobile phone number. Your service provider can do this.
- Introspection is important – reflect on how you might move forward.

Helpful approaches:

Saying No

- When you say NO, say it firmly.
- Listen to your body and to your feelings: What do you really want to say?
- Try not to get caught up in arguments.
- If you don’t want to do something, don’t give in to pressure. Be firm. Remember, we have the right to say NO!
- When you say No to someone, you are only refusing the request. You are not rejecting the person.

‘Broken record’

- Stay calm and focussed.
- Repeat over and over the same phrase (such as ‘No’ or ‘I’m not interested’)
- Make your phrase short and precise (‘It’s my pencil’ or ‘Go away’).

Fogging

- Imagine that you are inside a huge, white fog-bank: the insults are swallowed up by the fog long before they reach you. Nothing touches you.
- Reply to taunts with something short and bland e.g. “That’s what you think”, or “Maybe”. Then walk away.
- Practise by thinking of the worst things the bully says to you and pretend that you are inside your fog bank – nothing reaches you.

Phone calls

- If you get an abusive or silent phone call, don’t hang up immediately. Instead, put the phone down and walk away for a few minutes. Then hang up or turn your phone off. Once the bully realises they can’t get you rattled, they usually get bored and stop bothering you. Always tell someone else.
- Use your voicemail to vet your calls.
- Remember that almost all calls can be traced.
- Get help from your network provider.

Emails

- Never reply to unpleasant emails. The sender wants a response – don’t give them that satisfaction.
- Keep emails as evidence and tell an adult.

- Never reply to someone you don't know, even if there is an option to 'unsubscribe'. This simply confirms that your email address is a real one.
- Ask an adult to contact the sender's internet service provider by writing abuse@ then the host, e.g. abuse@hotmail.com.

Take your time

Once the bullying stops, many former victims say that they don't feel brilliant immediately. It takes time to get over bullying – you will feel better eventually.