



ANTI-BULLYING POLICY

Statement of Intent

- To ensure a positive learning environment is created in which all stakeholders feel safe.
- To encourage an ethos of respect and support for all.
- To raise awareness of what is considered bullying behaviour and ensure that students are equipped with the skills to deal confidently and positively with incidents of bullying if they occur.
- To engage with all members of the Warlingham School and Sixth form college community to ensure that we create a learning environment in which bullying will not be tolerated.
- To update and review our practices regularly, informing parents of any changes made to our
- Anti-bullying policies or procedures, and signposting them to any useful resources

Defining Bullying

Bullying is: "Behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally" (DfE definition).

The various types of bullying are:

Verbal bullying

Involving name calling or making use of written notes, e-mails or mobile phone messages, pictures or video clips (so called 'cyber bullying'); this bullying may include threats of physical violence, racist insults or threats, sexual insults or threats or other prejudice based behaviour.

Physical bullying

Consisting of deliberate jostling, bumping, pushing or shoving or sexual touching. Those responsible may maintain that it was accidental when first detected, but it is a criminal offence if it involves assault, actual bodily harm or wounding. This type of bullying may involve theft or damage to property, accompanied by the threat of violence. Not all theft or damage is bullying, but it is where it is repeated and the intention is to create fear or to intimidate.

Indirect bullying

Involving the manipulation of social networks with the intention of belittling an individual or individuals or excluding them or marginalising them from their friends and normal relationships; this can be by spreading rumours or making malicious accusations and might involve cyber bullying.

Cyber bullying

- Can be multifaceted and therefore the following protection is in place:
- An Acceptable Use Policy (AUP) that includes clear statements about e-communications
- Assemblies highlighting cyber bullying and CEOP (Child Exploitation and Online Protection), a multi-agency service dedicated to tackling the exploitation of children.

Warlingham Staff must be aware of the vulnerability of particular groups of students with regard to bullying:

Bullying related to race, religion or culture

Bullying which is linked to a person's racial or ethnic identity is categorised as racism and all racist incidents are treated with seriousness. On page 41 of the enquiry into the tragic death of Stephen Lawrence, racism is defined as: "Racism in general terms consists of conduct or words or practices which disadvantage or advantage people because of their colour, culture, or ethnic origin. In its more subtle form it is as damaging as in its overt form".. Any bullying which is linked to racism; religious intolerance or an intolerance of a student's cultural identity will be investigated with rigour, sensitivity and with due regard to the feelings of victim and their family. Staff will be mindful as to whether the perpetrator of racism or intolerance has been exposed to any far right or extremist ideology. If this is the case the student may be referred to the Local Authority.

Special educational needs and disabilities

We regard it as our duty as a school with an ethos of mutual respect and equity of opportunity to ensure no student suffers any form of harassment, unkindness or bullying based on their special educational needs or disabilities. Where a child with special educational needs or disabilities are themselves found to be bullying we will have the same expectations of behaviour as other students and we will sanction accordingly, having made any reasonable adjustments necessary

Bullying related to sexuality or sexual identity

Homophobic bullying is the targeting of individuals based on their perceived or their actual sexual orientation. All students have a right to their privacy and their individuality so any investigation into homophobia is carried with absolute sensitivity and regard to the victim's feelings and wishes.

Homophobic bullying includes all forms of bullying but in particular it can include:

- Verbal abuse – the regular or casual use of discriminatory or offensive language, for example using the term 'gay' in a negative context. The discussion or speculation about a person's sexuality or questioning someone on their sexuality. The questioning of the legitimacy of LGBT+ rights or values. The use of ridicule, insult or any form of teasing about a student's sexual identity.
- Physical abuse – pushing, shoving or generally intruding on someone's physical space in an intimidating way. Any form of overt physical assault or threatening behaviour. Sexual assault.
- Cyber bullying – using mobile phones, the internet or social media to spread rumours or intimidate someone based on their sexual identity. Using social media or the internet to ridicule, insult or exclude someone based on their sexual identity. It is also important to note that we will not allow intolerance towards anyone in school and that an individual's beliefs are no excuse for any form of intolerance to another community.

Procedures for Reporting Bullying Incidents

All students are encouraged to feel that it is right to tell someone if they are being bullied or if they think someone else is being bullied. Incidents of bullying will be dealt with quickly and appropriately. Whilst it is the responsibility of all staff within the school to reinforce the anti-bullying strategy and support the victims of bullying, it is recognised that not all staff have the capacity (due to the commitments of their job) to carry out a swift and thorough investigation. Therefore, incidents of bullying should be referred to the appropriate tutor and Head of House as quickly as possible.

Students can also report bullying by reporting this via the email address reportit@warlinghamtlt.co.uk which will be sent straight to their Head of House.

There is also an anti-racism box in reception to report any concerns that is checked daily.

Staff suspecting an incident of bullying should:

- Reassure the young person that their concerns are being taken seriously and will be investigated.
- Contact the relevant Head of House/ Deputy Head of House as soon as possible with details of the incident
- Discuss support available with all students involved.
- Discuss the different sanctions with all students involved so that they fully understand the consequences of this behaviour.
- Sanctions could include, code of conduct, apology letter, loss of social time, isolation or suspension, referral to the police, depending of the severity of the incident.
- Listen to the voice of the students involved and how they feel about the support and sanctions that will be put in place before implementing.
- Avoid labelling students as 'a bully' and 'a victim' – after an incident both students may need support to rebuild and reinforce self-image and esteem or restorative facilitation .

The Head of House/ Deputy Head of House will record the incident details on our MIS system Arbor and CPOMS.

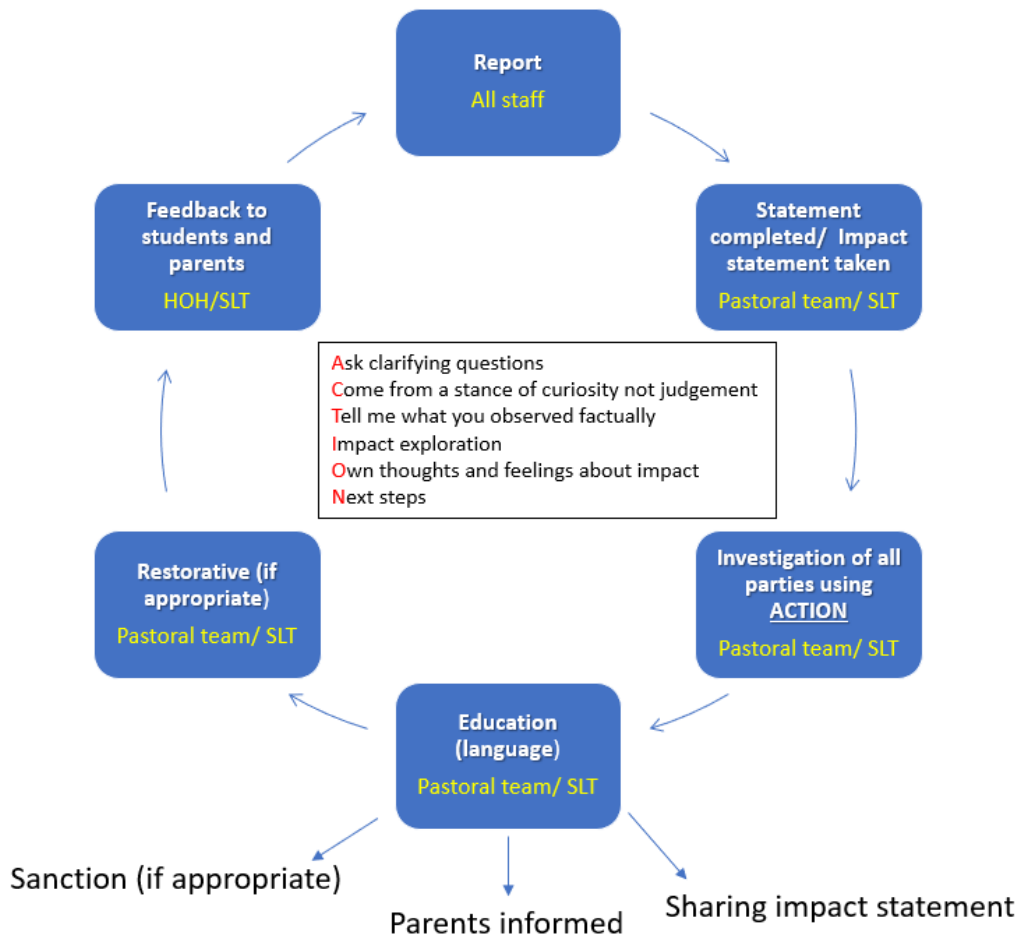
All reported incidents of bullying should be investigated using the following procedure:

- Appropriate students will be interviewed by the relevant House team and statements will be taken in the students own words.
- Impact statements completed if the victim feels they would like this to be shared with the other student.
- Copies of statements and any supporting evidence gathered will be stored electronically. Paper documents will be kept in the students file.
- Details of all actions taken will be recorded on CPOMS.
- Close the incident loop by updating all students involved with the outcome of the incident investigation.

The recipient and perpetrator of any bullying incident will be monitored by the appropriate tutor, Head of House/ Deputy Head of House.

A follow up meeting will then take place within the next three weeks. Parents of both parties will be contacted and updated on progress made.

The Warlingham School and Sixth form child on child investigation loop:



Roles

The Head of House/ Deputy Head of House will:

- Provide advice, support and assistance to any student who reports bullying. Where wider family support is required, it will be delivered through the Early Help process or Pastoral Support Plan.
- Accept referrals from members of staff on individual students who are causing concern (both recipients and perpetrators of bullying).
- Ensure that bullying is a standing item of the pastoral fortnightly meetings. These will focus on the issues presented during the term to ensure appropriate tracking and intervention for all students.
- Where appropriate (if the student and victim are in agreement use restorative practice strategies to allow the victim to explain the consequences of the perpetrator's actions to them face to face. Where used, this will be conducted in a safe and supported environment with trained members of staff. Agreements would then be reached which would allow a new relationship to be established.
- Where appropriate assign fully trained anti-bullying ambassadors to support both the recipient and the perpetrator.
- Refer vulnerable students to appropriate services, e.g. School counsellor, ELSA, The bridge, outside agencies including Early help, and Croydon drop in.
- Run discussion groups and work with students who have been identified as perpetrators of bullying in order to reduce the number of bullying incidents on the school site.
- In collaboration with the Senior leadership team and other staff seek opportunities to promote the anti-bullying strategy at Warlingham School and sixth form college, e.g. via assemblies, displays and promotion of national awareness campaigns.

The Senior Leadership Team will:

- Respond to student and parent voice to review and amend anti-bullying practices.
- Monitor, review and update anti-bullying policy and incidents of bullying in order to ensure the safety of all members of the academy.
- Ensure that all staff have a clear understanding of the Warlingham School and sixth form college anti-bullying policy.
- Ensure that the policy is implemented through House and pastoral meetings.
- Strive to enhance the quality of safeguarding work in relation to bullying and all child on child incidents.
- Formally consult parents about their child's safety and well-being once a year, for example, through parents' evening surveys.

Governors will:

- Ensure that an anti-bullying policy is in place and is reviewed annually.
- Ensure that cases of bullying / child on child incidents are communicated in the termly governors reports.

Parents and carers will:

- Regularly speak to their child in order to promote a social conscience and awareness that reporting bullying is the right thing to do.
- Be aware of and support the schools anti-bullying policy and procedures and use these to assist their child in understanding bullying behaviour.
- Support the schools actions in dealing with proven cases of bullying
- Work with the school in order to support their child in developing positive responses to incidents of bullying consistent with the schools anti-bullying procedures.
- Engage in the Early Help process if wider support is required.
- Be responsible for monitoring their child's e-communication and social media use. Should cyber-bullying occur, parents are responsible for ensuring that the appropriate reporting mechanism is used. For example, the report feature on Facebook, red flag on Youtube or report to the local police.

Appeals process for bullying incidents

At all times the School will seek to work with parents and students to ensure that incidents of bullying are dealt with to the satisfaction of all concerned. If at this point an agreement cannot be reached, the matter may be dealt with through the formal complaints procedure detailed on the website.

Promoting the Anti- Bullying Policy, Culture and Ethos

Warlingham School and Sixth form college has a clear protocol for sustainable promotion of the anti-bullying policy and developing a School wide culture and ethos which supports tackling bullying. This is multifaceted through:

- A culture where it is shown that bullying in any form is unacceptable.
- The use of tutor time, Warlingham Learner, SMSC programme, Wellbeing sessions, Votes for schools. All of which develop discussion, raise awareness of and understanding of the impacts of bullying.
- Anti-bullying mentors promoting the anti-bullying message throughout the School community.
- SARAG group
- Use of curriculum opportunities, in particular tutor periods PSHE and Citizenship classes where issues of diversity are discussed and anti-bullying messages are drawn out. Teaching students to respect the fact that we are all different.
- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying e.g. Anti-bullying week in November.
- Whole school assemblies.

- Student surveys.
- Student voice panels.
- Poster campaigns.
- Improved supervision in potential problem areas including wearing hi-vis jackets when on duty.
- Monitoring of data.
- The use of apology notes and impact statements.
- Review of general and specific staff induction and continuing professional development to ensure staff training reflects the anti-bullying policy and practice of the school.
- Regular updates for parents via twitter and our website about current issues.
- Parent/Carer communication.
- Student behaviour code of conduct.
- Student support plan – outlines what is in place and what the school will do to support.
- Working with outside agencies include the police and social services.

Criminal Law

Criminal law Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communications Act 1988, any person who sends 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, is guilty of an offence if their purpose in sending it was to cause distress or anxiety to the recipient. The school will work alongside the police to investigate any reported incidents.

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. The NSPCC provides summaries of the key legislation and guidance on:

- bullying learning.nspcc.org.uk/child-abuse-and-neglect/bullying
- online abuse learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse
- child protection learning.nspcc.org.uk/child-protection-system

Links with other policies

Behaviour for Learning Policy
 Child Protection and Safeguarding Policy
 EDI policy
 SEND Policy
 Staff Code of Conduct
 KCSIE 2023

Approved by Local Governing Body	Autumn 2023
Due for review	Autumn 2024
SLT Member	Mrs K Haynes