

STAMFORD ENDOWED SCHOOLS

ANTI-BULLYING POLICY

This policy has regard to the latest DfE Guidance - 'Preventing and tackling bullying: Advice for headteachers, staff and governing bodies' July 2017 and 'Safe to Learn: Embedding anti-bullying work in schools'. It should be read in conjunction with the SES and school-specific policy and procedure documents:

SES:

[09A - Promoting Good Pupil Behaviour](#)

SHS:

[SHS Link to Anti-bullying](#)

SS:

[SS Guidelines - Anti-bullying](#)

SJS:

[SJS Guidelines – Anti-bullying](#)

General Statement – the aim of the policy

The Governors place great importance on the good relationships which are fostered by the expectations of the Schools and which are actively promoted by staff, parents¹/carers and pupils².

The Schools reinforce this by a framework of school rules and expectation which aim to promote positive behaviour and restrict any bad and negative behaviour and to reinforce to pupils who are being bullied or think another pupil is being bullied, to speak to an appropriate trained person in full knowledge that they will be listened to and receive a prompt, appropriate and sensitive response.

Bullying is one aspect of that negative behaviour, one which can have considerable adverse effects on the quality of life and learning capabilities of those who are being bullied.

Governors and Staff recognise that bullying is an issue for all schools and indeed society in general. However, under The Education Regulations 2014 we ensure that bullying at our schools is prevented in so far as reasonably practicable through our anti bullying strategies..

Definition

¹ Throughout the admissions documentation the term **Parent** will be used to denote the **custodial Parent or Guardian** with legal responsibility for the child.

² For brevity and clarity the word *pupil* will be used throughout this policy document though routine SES practice, which will be reflected in SES literature, is to use the term *student* for pupils in the senior schools, especially those in the sixth form.

Bullying is behaviour which is:

Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video). It is deliberately hurtful to others, either physically or emotionally, through threatening, aggressive or intimidatory behaviour, repeated often over a period of time which is difficult for victims to defend themselves against, resulting in distress, harm or feeling of isolation. It is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences

Four main types are:

- **Physical:** hitting, kicking, taking belongings
- **Verbal** frequent or persistent name calling, insulting, making offensive, intimidatory or threatening remarks
- **Indirect** spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours,
- **Cyber** Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. It involves sending malicious e-mails or text messages on mobile phones, posting messages and/or photos on social networking sites

Impact

Bullying can have very serious consequences to individuals which can include psychological damage and even suicide. Bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour.

Procedures and Practice

Every allegation of bullying will be taken seriously and investigated. It will never be ignored. The Schools will endeavour to make all staff, pupils and parents aware of the negative effects that bullying can have on individuals and the School in general, and will work towards ensuring its minimisation and, if possible, its elimination.

Governors require the Principal and his staff in each of the Schools to have in place appropriate procedures which seek to identify cases of bullying at the earliest opportunity and which address it in the most suitable and effective way for each case identified.

Each School will have a written anti-bullying policy and procedures which are appropriate to the age and, where relevant, the gender of the pupils which

- demonstrate that the School takes bullying seriously and will not be tolerated or accepted;

- how incidents of bullying are recorded and monitored;
- set out the measures to prevent all forms of bullying, including cyber-bullying, in the School, including the Boarding Houses, and on Educational visits and off-site activities;
- inform pupils who to talk to if they are being bullied or know of someone who is being bullied
- support everyone in the actions to identify bullying and protect those who might be bullied;
- demonstrate to all that the safety and happiness of pupils is of high importance and is enhanced by dealing positively with bullying;
- is specific about the use technology (phones, computers etc) and how their use can tease, bully or threaten ie cyberbullying.

Appropriate training will be provided for everyone in the school community to ensure they are aware and understand the school policy, know their legal responsibilities, know what action to take to resolve and prevent problems, and know of the sources of support which are available; where appropriate, SES will invest in specialised skills to understand the needs of all our pupils, including those who are vulnerable, with special educational needs or disabilities, and lesbian, gay, bisexual and transgender (LGBT) pupils. In these cases a written risk assessment may be drawn up for individual pupils.

The Schools will make use of educational elements such as personal, social, health and economic education (PSHE), assemblies, projects, drama, stories, literature, with discussion of differences between people and the importance of avoiding prejudice-based language to reduce bullying.

The Schools will implement disciplinary sanctions which reflect the seriousness of an incident and convey a deterrent effect (strong sanctions such as exclusion may be necessary in cases of severe and persistent bullying);

The Schools' policies will be communicated to parents, pupils and staff, to create an environment of good behaviour and respect, with helpful examples set by staff and older pupils and celebration of success.

Responsibilities

The Principal has overall responsibility for the implementation of the SES anti-bullying policy supported by the Heads and other senior staff, especially those with designated pastoral roles, in each of the Schools.

However, it is the duty and responsibility of each member of staff to deal with bullying incidents according to the policy and procedures, and never to let an incident pass unreported, whether on-site or on an off-site activity.

Appropriate training will be provided for everyone in the school community who should be familiar with the problems of bullying, and understand the School's procedures to combat it.

The School is concerned about the welfare of all the SES children. However, bullying incidents which take place outside school and the implications of which remain largely outside school are a parental responsibility in the first instance.

If an incident which takes place outside school has an effect on a pupil's well-being in school then the procedures within this policy apply.

Parents

Parents, as well as all staff and pupils, should be re-assured from all SES literature that the Schools will never ignore or tolerate bullying, and will always take a positive approach to educating pupils to combat it. Where cases of bullying are being investigated parents will be kept closely informed. Parents should report any concerns about bullying to the Schools' safe-guarding leads/Heads of Pastoral care:

SJS & EYFS: Claire Hughes tel: 01780 484400; e-mail clhughes@ses.lincs.sch.uk

Head of Pastoral Care at SJS

SHS: Dominique Evans tel: 01780 484216; e-mail deevans@ses.lincs.sch.uk

Head of Pastoral Care at SHS

SS: Kendall Mills tel: 01780 750362; e-mail kjmills@ses.lincs.sch.uk

Head of Pastoral Care at SS

Pupils

Pupils will be informed regularly by a variety of means

- that the Schools never ignore or tolerate bullying but will always take it seriously,

and

- that it is important to report bullying as soon as it occurs whether they themselves are being bullied, or another pupil.

The curriculum (PSD, lessons, assemblies, project work, drama, stories, literature, historical events, current affairs, etc) will reinforce this both directly and indirectly.

Parents of Boarders, Boarders and Boarding Staff

All Parents of Boarders, Boarders, and Staff working in the Boarding Houses are provided with the Anti-Bullying policy in the SES Boarding Handbook which is updated annually and sent electronically to all parents of boarders. In addition, notices detailing the Anti-Bullying Policy are displayed in all Boarding Houses and Offices.

Strategies for Dealing with Bullying

Designated staff will receive regular and appropriate training to ensure that effective strategies for dealing with bullying are up to date and in place in each School.

Sanctions

To emphasise that SES takes bullying seriously the Schools' procedures will indicate that, whilst those who are alleged to be doing the bullying will be treated fairly, supportively and professionally, serious or long-lasting offences of bullying could result in major sanctions against the alleged bully, which ultimately could result in permanent exclusion from SES. While it is the Schools' policy to deal with matters internally, in serious cases it may be necessary to make a report an incident to the police or Social Services.

Counselling

The Schools will always attempt to provide support both for the bullied and the bullies, where necessary using professionals from outside the Schools.

Reporting and Recording

Pupils need to be told of their obligation to report bullying of which they are aware to an adult. Staff need to report bullying incidents, including cyber-bullying and bullying outside school, to the SLT member with responsibility for pastoral care. All bullying incidents will be recorded and reported to the Head as soon as they are identified who will liaise with the Designated Person (Child Protection Officer) if there is reasonable cause to believe that a child is suffering or likely to suffer significant harm. Each School will have appropriate record keeping which is kept up-to-date by the Designated Person and which is always readily accessible to the Head, and to the Principal on request. Houses, for example, may keep their own logs but these need to link to the Schools' log.

Logs will be checked termly to identify any patterns or specific pupils who are frequently included. These checks will be recorded on the 'Termly Checks' sheet for each school. Governors are also invited to assist with these checks. Summaries will be reported to the Principal by the Heads termly and to the Governors' Education Committee annually at their autumn meeting.

In evaluating the success of the anti-bullying policy and procedures several criteria will be used including the number and nature of all reported or identified incidents.

This policy aims to comply fully with the requirements of the relevant section of the Education Act 2002 and the Independent Schools Regulations 2015. It will be kept under annual review.

References: Related Policies and Documents

- *Anti-bullying policies & procedures within the individual Schools*
- *School rules within the individual Schools*
- *Promoting Good Behaviour Policy*
- *SEN Policy*
- *SES Child Protection Policy and procedures*
- *SES Health & Safety Policy*
- *ICT Accpetable Use Policy*

- *DfES: Bullying – don't suffer in silence (December 2002)*

- *DCSF Guidance "Safe to Learn: Embedding anti-bullying work in schools*
- *DfE Tackling and Preventing Bullying July 2017*
- *Policy on use of Technology*