KING EDWARD'S PRE-PREP SCHOOL POLICY DOCUMENT

Title: ANTI-BULLYING

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TABLE of REVISIONS

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ORIGINAL	Sep 2022	June 2023	2 yrs	June 2023	June 2025	Mtg June 2023	Amended to include consistent definition of Bullying (as per ISBA) across all school policies)

Anti-Bullying Policy

At King Edward's Pre-Prep we believe that everyone has a right to feel welcome, secure, happy and safe. We are committed to actively working to prevent all forms of bullying and ensuring all our community can flourish. All reports of bullying are treated seriously.

AIMS

1. To ensure that all people (children and adults) in the school community are able to work in a safe, secure environment where everyone is treated with kindness and respect.
2. To clarify for all members of the school community that bullying is not acceptable and must be totally discouraged. Everyone must act in a positive way to ensure that bullying is challenged and reported.
3. To ensure that all pupils, parents/carers, staff, governors, and others are aware of this policy and know that appropriate action will be taken.

What is bullying?

DEFINITION OF BULLYING

Bullying is behaviour by an individual or group that intentionally hurts another individual or group either physically or emotionally.

Put another way, bullying is the intentional hurting, harming, or humiliating of another person. It may take many forms, including physical (including any threat of or use of violence of any kind), sexual (including the sharing of nudes/semi-nudes), verbal (including cyberbullying via text messages, email, social media, gaming, or other instant messages, and can include the use of images and video), and/or emotional (including by excluding, being sarcastic, name-calling, tormenting or spreading malicious rumours). It can involve manipulating a third party to tease or torment someone, or actions that fall short of direct participation, where someone encourages others to bully, or joins in with laughing at a victim. Bullying is often hidden and subtle. It can also be overt and intimidating, and often involves an imbalance of power between the perpetrator(s) and the victim(s) whether that be a physical, psychological (knowing what upsets someone), or intellectual imbalance, or by the perpetrator(s) having access to the support of a group, or the capacity to socially isolate the victim(s).

Bullying can sometimes amount to child on child abuse, which is defined as abuse by one or more pupils against another pupil. It can be standalone or as part of wider abuse and can happen both inside and outside of school, and online. Further information about child on child abuse, including the procedures to follow when an incident on child on child abuse is reported can be found in the School's Child Protection & Safeguarding policy.

Bullying is often motivated by prejudice against particular groups, and may involve actions or comments regarding a person's race, religion, sex, gender, sexual orientation, special education needs or disabilities (SEND) or certain health conditions, or because of a child's familial circumstances, such as they are adopted, in care or that they have caring responsibilities. Bullying may be motivated by actual differences between children, or perceived differences. For example, bullying can still be homophobic if directed towards a child that is perceived to be gay, whether or not this is the case.

Bullying can happen anywhere and at any time and can involve anyone - pupils, other young people, staff, and parents.

Where an incident of bullying causes or is likely to cause significant harm to a pupil, the School will follow the procedures set out in the School's [Child Protection and Safeguarding Policy]. Cyberbullying is the use of the internet, mobile phones or other electronic devices to bully. It is recognised that the widespread use of new technology, in particular mobile phones and Internet based communication, has provided additional opportunities for bullying behaviour.

The school will address the inappropriate use of the internet, threats or comments made by mobile phone and other associated technologies such as camera and video facilities even if this misuse occurs outside of school if a member of our community is being made to feel uncomfortable and unhappy as a result.
Bullying may cause serious psychological harm to its victims. In some instances, it may also be treated as a criminal offence under the laws concerning harassment and threatening behaviour.

Specifically, **Keeping Children Safe in Education (KCSIE 2023)** requires School Rules and Behaviour policies to be clear regarding child on child sexual violence and sexual harassment. The start point regarding any report of this nature will always be that sexual violence and sexual harassment are not acceptable and will not be tolerated at King Edward's School. Teachers and pupils will not pass off such behaviours as "banter", "part of growing up", or "having a laugh". Staff are aware of the importance of not tolerating or dismissing such issues, and are expected to challenge behaviours such as up-skirting, grabbing, groping and excessive physicality.

This policy applies to incidents of bullying which take place on school premises, but as the school has an enduring interest in the welfare and conduct of its pupils it will respond to any information it receives about bullying outside school. The School is not **legally** responsible for bullying which takes place elsewhere, and parents may choose to involve other agencies in these cases. **The "School's premises" is deemed to include any authorised off-site activities.**

If it emerges that a pupil is responsible for bullying other children outside school then this matter will be addressed. If a child is found to be the victim of bullying outside school then help and support will be offered. Any further School action against the perpetrators who are members of the School will be taken at the discretion of the Headmaster or his Deputy. This is likely to take into account any repercussions for members of the School community and the reputation of the School.

If there are more general concerns about children's safety outside school then the local police will be contacted and their help sought in resolving the situation. If concerns arise in relation to school transport then the issue will be raised with the transport companies and their help sought in dealing with the problem.

If information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents. If children are being bullied by pupils of another school the Head of that school will be informed and invited to deal with the matter.

SIGNS OF BULLYING:

Pupils may be reluctant to tell anyone they are being bullied, but often there are signs that we can look for:

- Obvious distress, such as tearfulness or persistently looking unhappy
- Unwillingness to come to school
- Frequent headaches, stomach aches or complaints of feeling unwell
- Isolation from other children/not “joining in”
- A sudden deterioration in the standard of work
- Reluctance to leave the classroom at the end of the day
- A tendency to stay close to staff during breaks
- Uncharacteristic behaviour
- General unhappiness/anxiety/fear
- Speaking negatively about, or behaving negatively towards themselves

The Pre-Prep's response to bullying does not start at the point in which a child has been bullied. We take preventative measures in order to create an environment that prevents bullying from becoming a problem in the first place. The School seeks to educate on this topic frequently and from the outset:

- The School promotes an ethos of good behaviour where pupils treat each other with respect at all times, inside and outside of school.
- We use appropriate opportunities in the school day to reinforce and explain the School's expectations with, for example, messages about community involvement and taking care of each other. We focus on the importance of equality and diversity and pupils are encouraged to avoid prejudicial and exclusionary language.
- All new children are briefed thoroughly on the school’s expected standards of behaviour. The school rules-ready, respect and safe are reinforced in classes and assemblies as well as the school’s purpose and values. Our children are very young and they are learning the correct way to behave and treat each other. At the sart of a school year the children are given the language to use if someone does something they don’t like:-

Stop, I don't like that (first occurs)
Stop, I don't like that and if you do it again, I will tell the teacher
Stop, I don't like that and I'm telling the teacher

- We talk to the children about the meaning of being a bully and in the Autumn term recognise anti-bullying day through specific work in the classroom and an assembly.
- Children are told what to do if they encounter bullying. All children are encouraged to tell any member of staff at once if they are being bullied, or if they know or suspect that bullying is taking place. We guarantee that those who report bullying in good faith will not be punished, will be taken seriously and will be supported and kept safe.
- Newly appointed staff will discuss the school's anti-bullying policy as part of their induction and senior teachers give support and guidance to colleagues on handling and reporting incidents, and on the follow-up work with both victims and bullies. Additionally, support and guidance is provided to other staff on handling and reporting incidents, and on the follow-up work with both victims and bullies. INSET sessions are organised as appropriate.
- Staff are instructed to be vigilant of particular areas of the school site and occasions where incidents of bullying might be most likely to occur. They are trained to be alert to inappropriate language or behaviour. Staff are always on duty at times when children are not in class and patrol the school site.
- The School has the right, and duty, to investigate incidents of bullying involving our pupils which take place outside School hours, on School visits and trips, online, or that otherwise occur outside of School. The School has the right to take disciplinary measures in respect of such incidents. Any response taken will be proportionate (see Behaviour Policy) and will be applied in a fair, consistent, and reasonable manner, considering the needs of pupils with SEND and certain health conditions, and vulnerable pupils.
- King Edward's Pre-Prep recognises that children with SEND or certain health conditions can face additional safeguarding challenges and may be more prone to child-on-child group isolation or bullying (including prejudice-based bullying) than other children. The School also recognises that certain children may face additional barriers to reporting an incident because of their vulnerability, disability, sex, ethnicity and/or sexual orientation. The School will ensure that staff receive appropriate training to be able to understand the specific needs of our children, and to enable all staff to provide an inclusive environment for all children.
- A central record of all incidents will be used by the Headteacher and senior staff to identify patterns of behaviour and to evaluate the effectiveness of this anti-bullying policy.

PROCEDURES

<u>What Can Children Do If They Are Being Bullied?</u>

Procedures to follow:-

a) Remember that your silence is the bully's greatest weapon.

b) Tell yourself that you do not deserve to be bullied and that it is wrong.

c) Be proud of who you are. It is good to be individual.

d) Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.

e) Stay with a group of friends/people. There is safety in numbers.

f) Be assertive – shout "Stop, I don't like that". Walk confidently away. Go straight to a teacher or member of staff.

g) Fighting back may make things worse.

h) Generally, it is best to tell an adult you trust straight away. You will get immediate support.

i) Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.
j) Tell your parents/carers

What do you do if You Know Someone Is Being Bullied?

a) Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.

b) If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble. Talk to your parents/carer.
c)By speaking out you are helping the victim, possible future victims and the bully.

d) Do not be, or pretend to be, friends with a bully.

Curricular Approaches to Bullying

In dealing with bullying we aim to:

- Raise awareness about bullying (children understand what the definition of bullying is and their role in different situations). Through information and education (assemblies, PSHE sessions etc..) we work hard to build resilience in the children to protect themselves and their peers.
- Increase understanding for victims and for the bully.
- Teach pupils about their relationships with others through the curriculum (see PSHE Policy). Use PSHE, assemblies, projects, drama, stories, literature etc.. to discuss and celebrate differences between people.
- Create an environment of good behaviour and respect, with staff leading by example. Celebrating success in the school community.

Role Of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

a) Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.

b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.

c) If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously, and appropriate action will follow.

d) If a child has bullied your child, please do not approach that child on the playground or involve an older child to deal with the bully. Please inform school immediately.

e) It is important that you advise your child not to fight back. It can make matters worse!

f) Tell your child that it is not their fault that they are being bullied.

g) Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help. Let your child know that a bully has a problem that the staff need to help him/her with and by talking to a member of staff your child will help the bully so they do not behave in that manner again.

h) If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

Strategies For Dealing with Bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

If bullying is suspected we will:

a) Talk to the suspected victim, and any witnesses.

b) Identify the suspected bully and talk about what has happened, to discover why they became involved, making it clear why such behaviour would be inappropriate and cause distress. They will be offered guidance on modifying their behaviour if necessary. Make it clear that bullying is not tolerated at King Edward's.

c) If the suspected bully owns up then sanctions procedures outlined in the Behaviour Policy will be followed.

d) Incidents of bullying are recorded on-line in the School Behaviour Log in the shared area.

e) If the suspected bully does not own up, investigate further. Where a mismatch persists between accounts, teachers should continue with the procedure.

f) Continue monitoring the situation to ensure no repetition. The follow-up findings will be recorded in the school on-line Behaviour Log.

NB A bullying incident should be treated as a child protection concern where there is reasonable cause to believe that a child is suffering or likely to suffer significant harm. External agencies such as police/social care must be contacted if this threshold is met.

Further guidance can be found in DFE advice Preventing and Tackling Bullying (July 2017) and Cyberbullying:Advice For Headteachers and school staff (Nov. 2014)