



## **MOWDEN HALL SCHOOL ANTI-BULLYING POLICY**

**This policy is applicable to all pupils, including those in EYFS. Any information specific to a single department is titled accordingly.**

**This policy is formed having regard to DfE Preventing and Tackling Bullying (July 2017)**

### **What is Bullying**

**Bullying** is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

### **Cyber-bullying**

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. 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.

The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones. Please see E-Safety Policy.

## **Bullying**

Bullying is very serious and can cause huge distress and potential psychological and physical damage to the victims. Appropriate disciplinary sanctions will be issued, which reflect the seriousness of an incident and convey a deterrent effect.

Staff should also be aware that bullying can occur outside of school.

Mowden Hall ensure awareness of both staff and pupils is raised through educational elements such as PSHEE lessons, form time, assemblies, drama and stories. This might involve talking to pupils about issues of difference, perhaps in lessons or through assemblies. Staff are able to determine what works best for their pupils, depending on the particular issues they need to address.

Mowden Hall has created an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. Values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older pupils who set a good example to the rest.

### **1. RECOGNISING THE BULLIES**

There is no unique collection of characteristics that add up to a bully. Pupils who bully others are not always easily recognised.

- Bullies can be pupils who:
  - Are academically achieving less;
  - Achieving as well as – if not better than – their peers;
  - Unpopular or insecure;
  - Quite secure and happy.
- Bullies can also be victims.
- Bullies tend to have assertive, aggressive attitudes over which they exercise little control.
- Bullies tend to lack empathy; they cannot imagine what the victim feels.
- Bullies tend to lack guilt; they rationalise that the victim somehow “deserves” the bullying treatment.

It is difficult to get the real facts about who bullies. They do not come in standard sizes. They are not recognisable stereotypes.

If members of staff rely on the stereotype definition they may not recognise other bullying.

### **2. RECOGNISING THE VICTIMS**

Victims may be pupils who:

- Are new to the class, dormitory or school;

- Are different in appearance, speech or background from others;
- Suffer from low esteem (but it is not clear whether this is a cause or effect of bullying);
- Demonstrate 'entertaining' reactions when bullied, e.g. loss of control;
- Are more nervous or anxious.
- Children who may have been adopted or are Carers

All of these possibilities are simply possibilities, not predictions of victimisation. The victim may be the child who is in the wrong place at the wrong time and who reacts wrongly. Vulnerability is not always visible to adults. The victim may look like any other child.

A quiet self-contained pupil may be suffering in silence, invisible to those who could help unless encouraged by school policy to speak out.

Staff have to be alert to the behaviour of ordinary pupils, as well as supporting those pupils evidently different from their peers.

### **3. IF YOU COME ACROSS BULLYING, WHAT CAN YOU DO? (Staff)**

- Remain calm; you are in charge. Reacting emotionally may add to the bully's fun.
- Take the incident or report seriously.
- Take action as quickly as possible.
- Think carefully about whether your action needs to be private or public – who are the pupils involved?
- Reassure the victim(s), do not make them feel inadequate or foolish.
- Offer help, advice and support to the victim(s).
- Make it plain to the bully that you disapprove.
- Encourage the bully to see the victim's point of view to help encourage the bully to change their pattern of behaviour.
- Give an appropriate sanction.
- Explain clearly the sanction and why it is being given.
- Inform a senior member of staff.
- Inform colleagues if the incident arose out of a situation where everyone should be vigilant.
- Both sets of parents will be informed if necessary.

### **4. How to report bullying (children).**

- Tell a friend
- Tell a family member
- Tell a senior pupil
- Tell a member of staff
- Tell an adult
- Write a note and put it in the *Report a Problem Box* (Prep School)

- Send an email to a member of staff

## **5. FOLLOW UP**

The following steps should be followed in recording incidents of bullying and also as a means of conveying to all concerned how seriously the School regards bullying:

- The bullied pupils should record the events **in writing**.
- The bully should also record the events **in writing**.
- The teacher should then record the whole incident in writing and bring it to the attention of the Headmaster/ Deputy Head/ Head of Pre-Prep (for Pre-Prep pupils)/ Head of Year and Form Teacher.
- By recording incidents, the School is able to evaluate the effectiveness of the School's approach to bullying and enable patterns to be detected.
- Incidents will be recorded in the 'Day Book', personal files and if necessary the Serious Incident File.
- Deputy Head (Prep School) and Head of Pre-Prep (Pre-Prep) will regularly monitor incidents of bullying to ensure a consistent and effective approach across the school.

## **6. PREVENTION**

- Encourage colleagues to be watchful and discuss potential problems
- Ensure pupils are clear about the part they can play to prevent bullying, including when they find themselves as bystanders
- Duty Staff must be aware of potential trouble spots and patrol these areas regularly
- Discuss bullying openly at Form Time
- Make certain that all pupils know that the School does not allow bullying and does care
- Assemblies at least once a term on the subject of bullying
- Draw attention to the bullying policy during Form Time and Assemblies
- Awareness of bullying through the teaching of PSHCEE
- Good use of the House System which encourages children to look out for each other
- Regular training of staff through Inset and meetings to identify and deal with bullying.

## **7. RAISING AWARENESS**

- Mowden Hall will involve parents (information leaflet) to ensure that they are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied. Parents feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child, and they reinforce the value of good behaviour at home.
- All pupils understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders.
- The school will regularly evaluate and update their approach to take account of developments in technology, for instance updating 'acceptable use' policies for computers.

- Disciplinary sanctions will be implemented (please refer to Behaviour Policy). The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable.
- Differences between people that could motivate bullying will be openly discussed, such as religion, ethnicity, disability, gender or sexuality. Also children with different family situations, such as looked after children or those with caring responsibilities. Schools can also teach children that using any prejudice based language is unacceptable.
- Effective staff training will be provided. Anti-bullying policies are most effective when all school staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support. Schools can invest in specialised skills to help their staff understand the needs of their pupils, including those with special educational needs and/or disability (SEND) and lesbian, gay, bisexual and transgender (LGB&T) pupils.
- Should a bullying incident be deemed a child protection concern (this would be when there is reasonable cause to believe a child is suffering or likely to suffer significant harm), the bullying issue would then be reported to external agencies such as Police/Children's Social Care.
- The school make it easy for pupils to report bullying so that they are assured that they will be listened to and incidents acted on. Pupils should feel that they can report bullying which may have occurred outside school including cyber-bullying.
- The school aims to create an inclusive and safe environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination.
- Success is celebrated. Celebrating success is an important way of creating a positive school ethos around the issue.
- This policy should be read in conjunction with the Behaviour Policy

Above all, do not fall into the trap of believing

**THAT BULLYING DOES NOT EXIST AT MOWDEN HALL**



## WHAT IS BULLYING?

Bullying is when someone is continually intending to hurt another person with unkind words or actions.

Bullying can be verbal such as calling someone unkind names or sending them messages that are hurtful and upsetting

Bullying can be physical such as hitting, kicking, punching and biting someone.

Cyber bullying is bullying through a mobile phone or online (email, instant messenger & on social networking sites)

Bullies may use words to comment on someone's shape, colour, looks, intelligence, race, family and religion.



Bullies are not always obvious. They can be any age, boys or girls, men or women. Sometimes they appear popular.

Bullies may hide people's belongings to make them upset or get them into trouble. Bullies might start unkind **rumours**.

Bullies may act alone but may also act in groups. Some bullies ask other people to act for them so they do not get caught.

Bullies may exclude (leave out) people from their games and encourage others to do the same. Ignoring someone can also be bullying.

**What do I do if I am being bullied?  
Tell someone you trust...**

*"You can tell a friend, a pupil, your family or a member of staff"*

*"You can write a note & post it in the Report a Problem box"*



*"Well done for telling someone. The school will support you and will try to stop it"*

**What can YOU do if you see someone is being bullied?**

***I know that bullying is wrong.** I can support someone being bullied even if they are not my friend.*



*I can ask an adult for help.*

*I can be kind to the person & stick up for them.*

*I can tell the bully they are bullying.*

**Remember: Bullying is NOT acceptable.**

At Mowden Hall we take bullying seriously and work together to understand that every pupil has a right to a happy, safe and enjoyable education.

