

MORE HOUSE SCHOOL

POLICY

ANTI-BULLYING

Rationale:

This policy should be read in conjunction with the School's Anti-Bullying Strategy. This policy is in place to ensure that everyone in the school, staff and pupils, has an awareness of and sensitivity to bullying: any behaviour which is intended to hurt, threaten or frighten another person or group of people. Appropriate measures will be taken to support the victim and reform the perpetrator.

Purpose:

To recognise that bullying can be:

1. Physical - hitting, kicking, shoving, pinching, damage to someone else's belongings;
2. Verbal - name calling, nasty teasing or spreading rumours, including racism, homophobia and transphobia, whether directed towards children or adults;
3. Indirect - someone being deliberately left out or ignored;
4. Subtle - nasty looks, gestures - often difficult to detect;
5. Repeated often - can continue for a long period of time;
6. Electronic – targeted e-mails, social-media posts or direct messages, and text messages;
7. Discrimination relating to protected characteristics or purely an individual;
8. Extortion.

And to recognise that bullying behaviours can arise from a pupil's lack of social understanding and weak language skills.

Broad Guidelines:

Bullying should be thoroughly discussed in assemblies, during flexi-day activities and reinforced in lessons. Pupils are made aware of what action to take if they become a victim, and that they cannot beat bullying single-handed.

Pupils are taught and supported to:

- a) tell someone - friend, teacher, parent, Independent Person or Independent Visitor;
- b) explain how the situation is affecting them;
- c) have a say in the solution;
- d) inform the Headmaster if they think a teacher is treating them unfairly.

The following steps may be taken when dealing with incidents:

School

More detailed information is provided in the School's Anti-Bullying Strategy.

- School measures to reduce risk of bullying include:

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Whole School and Year Group Assemblies, Tutor Group Discussion, PSHEE sessions, staff visibility at breaks, staff awareness of bullying indicators, teaching students to be confident in reporting suspected bullying, contact with parents, quick and effective responses from school, development of appropriate interventions, ongoing monitoring, Speech and Language Therapy sessions, social-skills intervention, mentoring.

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached, with support from head of year (HoY) and the senior management team (SMT) where needed.
- A clear account of the incident will be recorded and given to the HoY.
- The HOY will interview all concerned, speaking to victim and bully separately and in private, and will record the incident including in the central record of instances of bullying behaviour administered by HoYs, and overseen by Principal Deputy Head.
- Form tutors will be kept informed and if it persists, the form tutor will advise the appropriate subject teachers.
- Parents will be kept informed.
- Punitive measures will be used as appropriate and may be adopted in consultation with concerned parties.
- Restorative justice may be used, bringing all the children involved together so everyone affected plays a part in repairing the harm and finding a positive way forward. There are several different methods but they usually follow these principles:
 - Bullying and harassment occur in the context of group behaviour.
 - Some bullying behaviours result from weak language skills, including social understanding, empathy and awareness of different perspectives and interpretations, and inference.
 - Behaviour of children who bully can be changed by working together.
 - Punishments like detention or exclusion don't always help children understand why their behaviour is not acceptable and it may put children at greater risk. Children who display bullying behaviour may seek revenge or continue to bully but change the method they use, making it harder to detect and resolve.
 - The aim is to develop empathy and concern for others, and to build pupils' skills in recognising inappropriate behaviours, identifying the impact of behaviours on others, advocating for themselves to one another and to adults, and participating in a whole-school sense of community and values, strongly influenced by the fundamental British Values.

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Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a form-tutor or member of staff of their choice;
- reassuring the pupil;
- offering continuous support, possibly via referral to the Pastoral Plus programme, managed by the Deputy Head (Wellbeing);
- intervening to develop self-advocacy and social awareness skills as appropriate;
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened;
- discovering why the pupil became involved;
- establishing the wrong doing and need to change;
- developing social understanding, language skills, empathy and self-esteem as appropriate;
- offering continuous support, possibly via referral to the Pastoral Plus programme, managed by the Deputy Head (Wellbeing);
- informing parents or guardians to help change the attitude of the pupil.

One or more of the following disciplinary steps may be taken:

- official warnings to cease offending;
- exclusion from certain areas of school premises;
- invocation of sanctions in accordance with the school's Behaviour for Learning policy;
- short fixed-term exclusion;
- longer fixed-term exclusion;
- permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in form tutor time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

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The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

It should be acknowledged that some children are more vulnerable to becoming victims, and the reasons for this should be thoroughly investigated, with appropriate intervention to develop relevant skills, and counselling, given. Pastoral support should be arranged.

- Preventative measures are in place within the curriculum such as Speech and Language Therapy and social skills sessions in which group or individual problems are discussed.
- Any suspicions of a potential bullying problem are identified and discussed at the 8.20 am staff meeting at which both boarding and teaching staff are present.
- Any adverse behaviour which may be the precursor of bullying should be addressed by behaviour modification methods which are already in place.
- Parents are encouraged to voice any concerns and to ring the School's Main Reception staff on 01252 792303 and they will be kept informed of any incident involving these sanctions either as perpetrator or victim.
- All members of staff have a duty to inform the Headmaster if they believe a colleague is involved in bullying, whether this information has come from a boy or from observation. The Headmaster will investigate this and take appropriate recorded action.
- If members of staff have concerns about the Headmaster, they should take the matter to the Chairman of Governors. More information on staff-members' responsibilities to report concerns can be obtained in the school's Whistleblowing policy.

Conclusion:

Every member of the School's community has the right to be a part of a warm, caring environment and that we have a responsibility to protect this right.

Appendix A - The following School policies and documents form an important continuation of the policy described above:

- [Anger Management policy](#)
- [Anti-Bullying Strategy](#)
- [Behaviour for Learning policy](#)
- [Boarding Policy](#)
- [Child Protection, incorporating Safeguarding policy](#)
- [Cyber Bullying, Mobile Phones, and the use of ICT policy](#)
- [Form Tutor policy](#)
- [Handling Pupils' Concerns policy](#)
- [ICT Acceptable Use and E-Safety Guidance policy](#)

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- [Managing Allegations of Abuse policy](#)
- [Whistle-Blowing - Safeguarding policy](#)