



## **Anti-Bullying Policy**

### **In brief**

Safeguarding students and staff is a priority at Bournemouth School. It is essential that all members of the school feel safe and confident within our community. Bullying will not be tolerated at school (including the journey to and from school) or on any educational trips, activities or via the internet. It is imperative that all students and staff report each incident of bullying and that the issue is dealt with promptly and effectively.

### **Aims of the Policy**

This policy aims to develop, protect and maintain a culture of respect and kindness at Bournemouth School. It is the ethos of our community that we treat others as we would wish to be treated ourselves. As such this policy aims to:

- Safeguard students and staff who experience bullying; offering appropriate support to meet the needs of the victim.
- Ensure disciplinary procedures are followed and appropriate sanctions are in place to prevent further acts of bullying.
- Ensure that designated restorative time is given to work with the perpetrator, allow them to recognise and learn from their experience and thereby prevent recurrence of the incidents.
- Be committed to addressing and tackling all types of bullying.
- Develop and complement a non-bullying ethos for the whole school community.

Bullying is defined as the activity of repeated, aggressive, overbearing, intimidating or persecuting behaviour intended to hurt another individual, physically, mentally or emotionally.

### **Bullying can be:**

- Physical; such as hitting, pushing or kicking.
- Verbal; such as name calling, teasing and gossiping.
- Non-verbal; such as isolating, ignoring, messaging, graffiti.
- Emotional; such as threatening, tormenting, intimidating or humiliating someone.
- Racist; such as name calling, racial taunts, gestures.
- Sexist; prejudice, stereotyping or discrimination on the basis of sex.
- Sexual; such as unwanted advances of a sexual nature through words and or actions.
- Homophobic, biphobic or transphobic; motivated by prejudice against a person's actual or perceived sexual orientation or gender identity through name calling, intimidating behaviour, physical threat.
- Cyber; through electronic communication (including the use of social media) to bully a person, typically by sending messages of an intimidating or threatening nature. This could be through direct messages or posting of messages that may be learnt about via others.
- Disability/SEN; targeted bullying focusing on disability or special educational needs.
- Faith and religious belief/non-belief; based on a person's private religious convictions

At Bournemouth School we recognise that within our community there are defined vulnerable groups with protected characteristics under the Equality Act 2010. The following list is not exhaustive and is accurate to the best of our knowledge at the time of printing and we acknowledge that list will change throughout the life of this policy:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

### **Procedures for managing incidents of bullying and/or prejudice**

The following steps will be taken when dealing with incidents:

- 1) If a student reports bullying or a prejudice related incident, this should be referred to the Head of Year immediately.
- 2) A statement will be taken by the Head of Year, tutor or a member of the pastoral team
- 3) The Head of Year will be given the statement and investigate the matter fully. This will usually involve additional statements (these may be administered by the Student Hub) consideration of evidence such as text messages.
- 4) A clear account will be recorded on Investigating Incident Form.
- 5) The Head of House will discuss with the Deputy Headteacher the categorisation of the incident and the proposed actions to be take.
- 6) All paperwork should be added to the 'Linked Documents' for the relevant students on SIMs. Details will also be added to MyConcern in relation to the victim.
- 7) Serious incidents will be reported to the Headmaster.
- 8) Relevant subject staff and tutor will be advised of the incident as appropriate.
- 9) Parents will be informed.
- 10) Punitive measures will be used as appropriate.
- 11) Bullying and prejudice related incidents will be reported to the Governing Body as part of the pastoral updates given by the Deputy Headteacher to the Student Experience Committee on a termly basis.
- 12) Students who have been bullied or the victim of a prejudice related incident will be supported by offering an immediate opportunity to discuss the experience with a member of staff. A restorative approach will be taken wherever possible to resolve the issues. Where necessary on-going support will be offered.
- 13) Perpetrators will be helped by being given the opportunity to discuss what happened and to explain their involvement. A restorative approach will be taken wherever possible to resolve issues.
- 14) When appropriate Students who have witnessed bullying or prejudice will be supported to discuss what they have seen and to be reassured that appropriate action will be taken.

### **What is a restorative approach?**

The aim is to improve relationships. It prevents and resolves conflict by bring students together to resolve issues by repairing harm and considering the viewpoint of each student involved. The process is quite structured and aims to be fair and respectful and has been proven to stop rumours and prevent future conflict.

## **Possible sanctions**

The following disciplinary steps may be taken to deal with incidents of bullying:

- Official warning to cease offending
- Exclusion from certain areas of the school premises
- Removal of unstructured time at break and lunchtime
- After school detention
- Saturday detention
- Internal isolation
- Fixed-term exclusion
- Permanent exclusion

## **Prevention**

- The School will take every opportunity to promote its anti-bullying policy, through assemblies, PSHCE and tutor time.
- There is a teaching member of staff appointed as the Anti-Bullying Champion who leads the whole school strategy on Anti-Bullying and attends local authority briefings to maintain up to date knowledge of local issues and opportunities.
- Mentoring prefects encourage pupils to tell someone if they are being bullied.
- There is an 'honesty box' in the Library where students can alert the pastoral team to incidents of bullying they have experienced or witnessed.
- There is an 'alert' button on the school website which allows an email to be sent to the pastoral team alerting us of incidents of bullying a student has experienced or witnessed.
- If pupils see others being bullied they are encouraged to report this to a member of staff.

## **Roles and responsibilities**

### **The Governing Body**

Governors are responsible for:

- Ensuring this policy and related procedures are implemented

### **The Headmaster**

Heads have a legal duty under the School Standards Framework Act 1998; Equality Act 2010; Preventing and Tackling Bullying 2014, to ensure there are procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

### **The Staff**

All staff at Bournemouth School are responsible for responding to changes in behaviour of students which might suggest that they are a victim of bullying. Teachers and tutors should create a climate in their classroom where bullying is not accepted and where students are encouraged to report cases of bullying. Where they discover cases of bullying staff must act swiftly to follow school policy and procedures.

### **Parents/Carers**

Parents/carers should contact their child's Head of House in the first instance to report any incident of bullying which the school may not be aware of. If parents/cares do not feel the matter has been dealt with in a satisfactory manner they may bring the issue directly to the Deputy Headteacher.

## **Bullying of Staff**

At Bournemouth School all members of the community should treat each other with mutual respect and in a way that makes everyone feel valued and part of the community. Where a member of staff feels that they have been treated in an unreasonable way or in a way that makes them feel undervalued or bullied they should speak in confidence to their Line Manager, a member of the Leadership Team or the Headmaster.

## **Related Policies**

- Behaviour Policy
- Exclusions Policy
- Acceptable use of ICT Policy
- Sixth Form Handbook
- Attendance Policy
- Safeguarding Policy
- SEND Policy

*We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.*