



Charles Darwin School

Anti-bullying Policy

Persons Responsible:

Governors: Full Governing Body

SLT: Mrs L Rees

Pupils: Student Voice or School Council

Updated

Updated

Updated

Updated

March 2019 (Student Voice Year 8)

September 2020 (delayed due to school closure);

September 2021 (Student Voice Year 8)

September 2022 (Student Voice Year 9)

Approved and Re-Adopted

12th September 2022

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1. Philosophy

- 1.1. Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure.
- 1.2. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour.
- 1.3. Only when all issues of bullying are addressed, will a pupil best be able to benefit from the opportunities available at the school. The school believes it is important to work with all pupils and teachers in order to raise awareness about the issues surrounding bullying and techniques for dealing with it.
- 1.4. It is not only children that have the potential to bully others; adults can display this behaviour towards children and other adults as well.

2. Purpose

- 2.1. To assist pupils by:

engendering a safe, supportive and caring environment in the school;
providing consistent support for all victims of bullying in the school and
providing guidance on what to do if incidents of bullying do occur, including cyber bullying.
- 2.2. To assist teachers by:

providing guidance on how to deal with incidents of bullying and
providing guidance on what constitutes bullying.
- 2.3. Outcomes:
 - 2.3.1. all pupils understand that bullying is WRONG and that such behaviour will not be tolerated;
 - 2.3.2. teachers deal with incidents of bullying in a consistent manner;
 - 2.3.3. victims of bullying feel fully supported;
 - 2.3.4. perpetrators of acts of bullying learn that their behaviour is socially unacceptable and are given the opportunity to change their behaviour;
 - 2.3.5. by-standers don't just allow bullying to happen. It is not ignored by friends who know what to do to support a victim of bullying and
 - 2.3.6. liaison with external agencies is purposeful and effective.

3. What Is Bullying?

- 3.1. There are many alternative definitions of bullying. Through consultation with all the children and teachers within the school a definition of bullying has been identified which encompasses the main points of all definitions.

3.2. Bullying:

- 3.2.1. is deliberately hurtful behaviour
- 3.2.2. is repeated over a period of time
- 3.2.3. is difficult for those being bullied to defend themselves against.

3.3. Bullying can take many forms but the three main types are:

- physical – this includes hitting, kicking and taking belongings
- verbal - this includes name-calling, racist, homophobic, bi-phobic and trans-phobic remarks
- indirect - this includes spreading nasty stories about someone, excluding someone from social groups. Cyber bullying is part of this type of bullying.

4. What is cyber bullying?

4.1. **Cyber bullying (included in policy by School Council from 2007)** The digital age has seen the development of new ways to bully and abuse. Children now face bullying:

- by email and social networking sites e.g. snapchat, tik-tok, reddit
- over the phone and by text message e.g. via Whatsapp or MSN messenger
- through photos being shared without their consent.

4.2. Examples include

- by use of digital camera and camera phones to intrude on privacy
- by 'happy slapping' attacks – the filming and sharing of physical attacks on individuals
- by the posting of offensive comments on websites
- by abusive and threatening behaviour in chat rooms, on discussion boards and through instant messaging
- by passing on inappropriate images of others, or having those images on your phone
- taking a photograph or video of someone without their consent and using it maliciously, to cause harm or distress e.g. upskirting.

4.3. There has been a significant increase in Cyber bullying nationally over the last five years. Charles Darwin School has clear procedures as to how they can intervene and support, made more complex as this type of bullying often occurs in the evening and at week-ends. External agencies, ie the police will often be involved as the passing and receiving of inappropriate and threatening messages via social media etc remains a crime. [See point 6.]

5. What can you do if you are being bullied?

5.1. Remember that your silence is the bully's greatest weapon!

- Tell yourself that you do not deserve to be bullied, and that it is WRONG!
- Be proud of who you are. It is good to be individual.

- Try not to show that you are upset. It is hard but a bully thrives on someone's fear and on someone that appears vulnerable.
 - Stay with a group of friends/people. There is safety in numbers.
 - Be assertive – shout “No”! Walk confidently away. Go straight to a teacher or member of staff every time.
 - Do not accept ‘banter’ that is in fact bullying. ‘Only joking’ is not an excuse but is sometimes used by a bully.
 - Fighting back may make things worse. If you feel as if you need to fight back, talk to a teacher or parent/guardian.
 - Generally it is best to tell an adult you trust straight away. This might be a teacher, youth worker or relative. You could also talk to one of the school's trained peer mentors or member of the School Council. Always speak to someone you trust.
- 5.2. Teachers will take you seriously and will deal with bullies in a way that will end the bullying and will not make things worse for you. You might have a good relationship with your form tutor or one of the Pastoral Managers, Mrs Haywood or Mrs Gater. The first step is telling an adult you trust. They can help sort a bullying issue with information shared anonymously.

6. What can you do if you are a victim of cyber bullying?

- 6.1. Remember, sending abusive or threatening messages is against the law.
- 6.2. If you feel you are being bullied by email, text or online, talk to an adult that you trust. This might be a parent, a youth worker, your tutor or any teacher in school this could be Miss Gillespie – Year 7 Achievement Co-ordinator
Mrs Haywood – Year 8 and 9 Pastoral Manager
Mrs Gater - Year 10 and 11 Pastoral Manager.
- 6.3. Serious bullying should be reported to the police, e.g. threats of a physical or sexual nature. The school must know about this too so make sure either you or your parents tell us.
- 6.4. Keep and save any bullying emails, texts or images. Evidence will be needed.
- 6.5. Contact your mobile phone company or internet provider to tell them about the bullying. They may be able to track the bully down and take action against them.
- 6.6. Use blocking software to filter emails from specific addresses.
- 6.7. Don't reply to threatening or bullying texts or emails. It lets the sender know they have found a 'live' number or email address.
- 6.8. Don't forward abusive texts or emails or images. You are breaking the law by doing so. Remember, you must get consent to photograph someone.
- 6.9. You can report abusive posts on social media platforms they are occurring on. You can also report abuse to CEOP (Child Exploitation and Online Protection Centre).

7. What can you do if you know someone is being bullied

7.1. As a pupil

- 7.1.1. 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.
- 7.1.2. If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
- 7.1.3. Do not be, or pretend to be, friends with a bully. You are agreeing with what a bully does by being friends with them.
- 7.1.4. A bully needs help to change. The school's counsellor, Mrs King can work with a bully to help them change their behaviour. Tell your Achievement Co-ordinator about your concerns.
- 7.1.5. Remember, you are a stronger person to share information when you know it regards someone being bullied. Teachers do not need to bring your name into any discussion.

7.2. As a parent

- 7.2.1. Look 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 normal standard.
- 7.2.2. Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent etc.
- 7.2.3. If you feel your child may be a victim of bullying behaviour, inform the School IMMEDIATELY. Ask to speak to your son/daughter's Achievement Co-ordinator. Your complaint will be taken seriously and appropriate action will follow.
- 7.2.4. It is important that you advise your child not to fight back. It can make matters worse!
- 7.2.5. Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- 7.2.6. Make sure your child is fully aware of the School policy concerning bullying, and that they should not be afraid to ask for help. Show them this policy to reassure them. They have a shortened copy of this policy in their planner.

7.3. As a school, we will

- 7.3.1. Sign the national or local Anti-bullying Charter. the Bromley Youth Council charter is displayed outside Student Services
- 7.3.2. Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
- 7.3.3. Give an opportunity in September every year to raise awareness of the school's Anti-bullying Policy summary in the pupil planner.
- 7.3.4. Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other. Assemblies and form time will be used.

- 7.3.5. Run specific anti-bullying feedback sessions led by Achievement Co-ordinators, consulting the children on their views.
- 7.3.6. Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- 7.3.7. Keep a log of bullying incidents when they occur.
- 7.3.8. Continue to aim to reduce incidents of bullying, ensuring an effective response, including to homophobic, bi-phobic and trans-phobic [HBT] bullying.
- 7.3.9. Annually review and evaluate the School Anti-Bullying Policy, involving the Year 8 Student Voice and the School Council in this review.
- 7.3.10. Regularly ask parents their views on bullying in the school (and what we can do to improve our policy). A question of the Ofsted Parent View is on bullying. We encourage parents to complete Parent View annually. We also complete whole school surveys, which includes a parent survey, which are evaluated externally.
- 7.3.11. Update staff when required on the school Anti-Bullying policy and action that should be taken.
- 7.3.12. Continue to have a firm and fair discipline structure. The rules should be few, simple and easy to understand.
- 7.3.13. Not use teaching materials or equipment, which give a bad or negative view of any group because of their ethnic origin, sex, etc.
- 7.3.14. Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- 7.3.15. We will treat bullying as a serious offence and take every possible action to eradicate it from our School.
- 7.3.16. Run self- esteem, assertiveness and confidence workshops with young people who may benefit. This is through Mrs King, our student counsellor.
- 7.3.17. Liaise with external agencies for specific training needs around bullying and or harassment if it was felt necessary, e.g. Metro for HBT anti-bullying programme to increase staff confidence in preventing and tackling HBT bullying; Tender (Arts in Education) for training for staff and student education on Relationship education and dealing with sexual harassment.

8. Action to be taken when bullying is suspected

- 8.1. If bullying is suspected or reported, the school will intervene but may use a variety of approaches. Examples include:
- 8.2. Mediation/Discussion/Peer Support – A restorative approach.
 - 8.2.1. **Step One: Meet with the victim**
The teacher starts off by talking to the victim about their feelings and how the bullying has affected them. Specific incidents do not need to be recounted at this time although the names of people involved do.
 - 8.2.2. **Step Two: Convene a meeting with the people involved**
All children involved are asked to attend a meeting. This group will include bystanders and some supporters of the victim too.

- 8.2.3. **Step Three: Explain the problem**
The teacher tells the children how the other young person has been feeling. No incidents specific are discussed.
 - 8.2.4. **Step Four: Share responsibility**
The teacher does not attribute blame, but explains that she knows the group can help to change the situation.
 - 8.2.5. **Step Five: Ask the group for ideas**
Each individual is asked how they could help make the young person's school life happier.
 - 8.2.6. **Step Six: Leave it up to them**
The group are given the responsibility of solving the problem and are told that they will meet again individually to see how things are going.
 - 8.2.7. **Step Seven: Meet again**
The teacher meets with all young people again to show that the situation is being monitored and to keep the young people involved in the process.
- 8.3. This restorative approach may be one approach used to deal with bullying. If bullying is seen to continue there are further steps to follow.
 - 8.4. Further help, support and counselling will be given as is appropriate to both the victim and the bullies.
 - 8.5. We may support the victims in the following ways:
 - 8.5.1. by offering them an opportunity to talk further about the experience with their form tutor, Pastoral Manager, or another teacher if they choose
 - 8.5.2. informing the victims' parents/guardians
 - 8.5.3. by offering continuing support when they feel they need it
 - 8.5.4. arrange for them to be escorted to and from the School premises
 - 8.5.5. by taking one or more of the disciplinary steps described next to prevent more bullying
 - 8.5.6. We also discipline, yet try to help the bullies in the following ways:
 - 8.5.7. by talking about what happened, to discover why they became involved
 - 8.5.8. informing the bullies' parents/guardians
 - 8.5.9. by continuing to work with the bullies in order to get rid of any prejudiced attitudes as far as possible
 - 8.5.10. by taking one or more of the disciplinary steps described in section 8.1 to prevent more bullying
 - 8.5.11. by referring to Mrs King, our student counsellor, to explore the reasons behind the bullying behaviour and do some one to one or group work on the effects of bullying.

9. Disciplinary Steps

- 9.1. Some of several of the following steps may be taken against bullies:
 - 9.1.1. They will be warned officially to stop offending.
 - 9.1.2. Informing the bullies' parents/carers.

- 9.1.3. They may be excluded from the School premises at break/lunch times.
- 9.1.4. We may arrange for them to be escorted to and from the School premises.
- 9.1.5. If they do not stop bullying they may be excluded from the school for a fixed period of days. This will be recorded on their school file.
- 9.1.6. If they carry on they will be recommended for exclusion from school for a major fixed period (up to five days) or an indefinite period, and the school will be obliged to report the matter to the police. This will be recorded on their school file.
- 9.1.7. Persistent and/or severe bullying could result in the Headteacher recommending permanent exclusion.

10. Year 13 Peer Mentoring

- 10.1. Volunteers are attached to a Year 7 form group in September. They are involved heavily in the Induction Programme for Year 7. They attend tutorial periods and attempt to develop a rapport and trust with the form. Pupils are encouraged to talk through any concerns with these mentors.
- 10.2. By October a friendship group is established to encourage Year 7's who feel lonely and isolated to interact with others. Referrals for this come from Pastoral Leaders and tutors. Pupils can come along without referral. Activities are supervised and organised by the mentor team and/or a member of the Year 7 Pastoral team. This group is called 'Buddies' and tends to be held one lunchtime in the autumn and spring term.

11. Peer Mentoring

- 11.1. Some Year 10 volunteers are trained by our student counsellor in the summer term to help students in Year 7 to settle at Charles Darwin School and make friends. Pastoral Leaders and tutors refer Year 7 students who could benefit from this mentoring scheme. Mentors then withdraw their mentees from tutor time by arrangement or encourage individuals to attend a lunch club. Support is offered by peer mentors to other year groups by arrangement through the student support advisor. This member of staff also runs supervision sessions for the mentors on Friday morning during tutor time.

12. Student Voice

- 12.1. The pupils are encouraged to have an input into the schools anti-bullying policy.
- 12.2. From 2007, it has been the responsibility of the School Council to review the Anti-Bullying Policy annually. The School Council includes a deputy head teacher and a school governor. The Year 8 or 9 Student Voice also renew this policy annually.

13. National recognition for bullying intervention

- 13.1. It is the responsibility of the Deputy Head to strive to achieve recognition for bullying intervention strategies across the school. To this end, Charles Darwin School will aim to be recognised by achieving the Bullying Intervention Group (B.I.G.) Award.

- 13.2. This is the first national award for bullying intervention. The deputy head was invited to complete a book review on 'Peer Mentoring' published on the B.I.G. award website, due to the school's experience in this area.

14. Agencies you could contact if you are being bullied or you are a bully and want to stop

- 14.1. **Agencies to support someone being bullied** -There are supportive agencies that can help you or someone you know who is being bullied. Here are some below:

- www.youngminds.org.uk
- Childline – If you are under 19 you can confidentially call, chat online or email about any problem big or small: 0800 1111 or childline.org.uk
- The Mix – offers support to anyone under 25 about anything that is troubling them: 0808 808 4994 or themix.org.uk
- Anti-bullying Alliance
- Direct Gov: information on cyberbullying, bullying on social networks, internet and email bullying and advice for people who are bullying others and want to stop.
- Each: has a Freephone helpline for children experiencing homophobic, biphobic and transphobic bullying or harassment on: 0808 1000 143, Monday- Friday 10am - 5pm