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Anti Bullying Policy

At

Bedstone College

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Anti-bullying policy

Aim: Bedstone College promotes the value of each individual and the need for tolerance and mutual respect and the aim of the anti-bullying policy is to ensure that pupils both live and learn in a supportive, caring and safe environment without fear of being bullied. We aim to use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

- This policy is part of the more general policy on welfare, health and safety of pupils. It is linked to the Child protection Policy.
- This Policy addresses the following relevant criteria:
- The Bedstone College Boarding Handbook (p32-35)
- NMS: Standard 12, Commentary para B75-82
- ISI Regulatory Requirements: Part 3, Para 10 (Commentary para 152-158)
- DfE Guidance 2017 Preventing and Tackling Bullying – Advice for Head Teachers, Staff and Governing Bodies
- Cyberbullying: Advice for head teachers and school staff (2014)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf

This policy applies to all members of our college community, including boarders and those in our EYFS setting. Bedstone College is fully committed to ensuring that the application of this policy is non-discriminatory in line with the [UK Equality Act \(2010\)](#). Further details are available in the college's Equality and Diversity Policy document.

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 and is often motivated by prejudice against particular groups, for example on grounds of race, religion, culture, sexual orientation, gender, homophobia, special educational need, disability, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, disability/SEN, racist or homophobic remarks)
- indirect (spreading rumours, excluding someone from social groups).
- Cyber-bullying (using text messages, mobile phone calls, social networking groups, instant messaging, e-mails and photographs to cause misery to others)

Bullying can be classed as 'abuse' and relevant safeguarding procedures will be in place to manage situations when they arise. Peer abuse will never be tolerated or passed off as 'banter' or 'growing up'.

The seriousness of bullying must never be underestimated. Those who experience bullying behaviour can suffer physical, emotional and even long term psychological damage. Whilst bullying is not yet a specific criminal offence there are laws which apply to harassment and threatening behaviour.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

Where this is the case, Bedstone College will report our concerns to the Local Authority Safeguarding team, the FPOC (First Point of Contact) [0345-678-9021]. Even where safeguarding is not considered to be an issue, Bedstone College may draw on a range of external services to support the student who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

All members of the College staff – both teaching and non-teaching - must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All students should be encouraged to report any incident of bullying. It is vital, therefore, that all adults listen carefully to what children are telling them and are seen to respond effectively. Where bullying has taken place the college will ensure that it assesses the incident being mindful to implement any measures that will reduce the risk of bullying at times and in places where it is most likely.

Within the curriculum the school will raise the awareness of the nature of bullying and how best to prevent it through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to ensure that such behaviour does not occur. This might be done through projects, drama, stories and/or literature, with discussion of differences between people and the importance of avoiding prejudice-based language.

Prevention is far better than cure. The college pays regard to the DfE guidance contained in ***Preventing and Tackling Bullying (October 2014)***.

Procedures to follow

Students:

If you are being bullied

- If you are being bullied by anyone you must let an adult know – that might be your parents, any member of the school staff or prefects. They will inform the school. If you are in any doubt who to go to, always speak to your Tutor or Houseparent.

- For Junior and Senior students - If you would rather not speak about what has happened, an *incident form/bullying form* is available in various locations in College (Boarding Houses and in the Library). It can be completed and returned to the College office. It can also be slipped under the doors of houseparents' accommodation or the office doors of the Deputy Head Pastoral or Headmaster.

If you see bullying taking place

You might consider doing one/some or all of the following but never place yourself at risk of harm.

- **Stand up for the victim.** It takes a lot of courage, but try, if you feel able, to defend the person being bullied. This can shock and embarrass the person who is bullying so much that they leave their victim alone.
- **Don't join in on bullying.** If you see someone being bullied, don't join in. If the person who is exhibiting the bullying behaviour tries to get you to help, refuse and walk away.
- **Stop the rumours.** Don't help spread rumours about another person. You wouldn't want rumours spread about you, so don't do it to someone else! If someone gossips to you, let it end with you – don't pass it on to others. You can even tell that person you're not interested.
- **Tell an adult.** Don't just stand there and watch, especially if someone is being hurt physically. Tell an adult about the person who is bullying and what's going on. If you feel uncomfortable or unsafe telling an adult, ask the adult to keep your comments private.
- **Offer help.** When the person who is bullying is gone, try and help the person who was bullied and make sure he or she is okay. Encourage them to talk to an adult.

When you help someone who's being bullied, you are not just helping someone else, you're also helping yourself. It's important to stand up for what you believe in and help others when you can.

If you are worried about someone who you think is being bullied

- **Talk to that person.** It's a good idea to talk to the person you think is being bullied to find out more about the situation. Try to remember that the person you are talking with could be very sensitive about the situation and could be scared to talk about it.
- **Let that person know you care.** Help boost this person's self-confidence. If a person is being bullied, it could affect his or her confidence. It can help to let this person know that you are a friend and that you care. It can also help to point out all the great things he or she has to offer others to boost his or her self-esteem.
- **Include the person into your group.** Making a special effort to include the person into your group could help raise the person's confidence.

- **Speak to someone.** Letting someone else know about the situation is really important. Tell a teacher, houseparent, counsellor or another adult. It might also be helpful to involve the person experiencing the bullying in the discussion. Together, you can go and talk to someone about the situation. There are lots of people who are there to help you.

On-line Resources and Support

- *Childline* provides a confidential service to all children in any distress. Their number is next to all payphones (0800 1111) and in the back of the Students' diary.
www.childline.org.uk
- *Bullying UK* is an organisation which offers online support for those who are being bullied and those who want to know how best to deal with bullying. There is also a helpline number (0808 800 2222)
<https://www.bullying.co.uk/>
- *Childnet International* offers specialist resources for young people to raise awareness of online safety and how to protect themselves.
<http://www.childnet.com/young-people>
- *The NSPCC* offer online and off-line (through a telephone helpline) advice and guidance.
<https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/research-and-resources/>

Parents

- In the early days your child is more likely to tell you about bullying than they are to tell us.
- Our policy is simple – the children tell you immediately, you tell us immediately and we take action immediately. In that way we can keep Bedstone free from bullying.

Staff:

Full details of the procedure to be followed appear in the staff handbook and the boarding handbook as part of the College's countering bullying measures. In summary, however, the following steps are taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- all parties will be interviewed and a clear account of the incident will be recorded and given to the Tutor or Houseparent who will determine whether or not the matter should go further. The report will be placed on file.
- parents will be kept informed
- punitive measures will be used as appropriate and in consultation will all parties concerned.
- Both those who exhibit the bullying behaviour and those who experience it will be supported and strategies will be put in place to reform the bully.
- However, no bullying will go unpunished. Sanctions will reflect the seriousness of the offence and will convey a deterrent effect. Sanctions may range from a simple warning to exclusion, (for severe or persistent bullying), depending upon the nature of the offence and the response of the perpetrator to the situation.

As part of their induction all staff are trained in the College's anti-bullying policy and are expected to be vigilant and to take action when appropriate. Safeguarding updates are delivered by the DSL at least annually. There is also an expectation that staff will appear at any place and any time around the college thus minimising any opportunity for bullying to take place.

Monitoring, evaluation and review

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

The Deputy Head Pastoral keeps records which allows the school to evaluate the effectiveness of the approach adopted, and to identify emerging patterns.