

LVS ASCOT

Anti-Bullying Policy

Aim

To ensure and a safe learning environment and promote the welfare for all students at LVS Ascot.

This Policy has been written in line with the contents of the following: The Department for Education Paper, Preventing and Tackling Bullying; Section 89 of The Education and Inspections Act 2006; The Equality Act 2010; The Equality Duty 2011; The Children Act 1989. Other information from external sources and organisations have also been consulted in formation of this document.

Objectives

All staff at LVS Ascot endeavour to create 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. This policy is to help staff and students to deal with bullying when it occurs, but even more importantly to help prevent it.

At LVS Ascot we strive to:

Establish a culture of equality and tolerance amongst all students and staff

Establish a culture of zero tolerance towards acts of bullying

Ensure the protection of the victims of bullying

Ensure the support for both victim and perpetrator of bullying

Definitions

Bullying is not tolerated at LVS Ascot: every person has the right to feel safe and secure. All members of the school staff should be alert to the possibility of signs of bullying. In some cases bullying is unwitting and not consciously done, in others it is a wilful and conscious desire to hurt, threaten or frighten someone. Bullying does affect all in school and as such is a serious matter, bullying may cause physical or psychological damage (in extreme case leading to suicide) and could in some cases lead to contravention of law.

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

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All pupils should be responsible for bringing bullying to the attention of any adult on the staff. It is also true also that teachers may (unwittingly) be bullies.

Bullying may be defined as: *“Behaviour by an individual or group, usually 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, cultural, 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.”*

We may define bullying as:

Physical – hitting, pushing or any act that invades personal space

Verbal - Name calling, teasing and taunting. Racial and sexual harassment.

Social – Exclusion by groups or individuals. Discrimination on grounds of religion, culture, race, gender, disability, Additional Learning Needs (ALN) or sexuality.

Cyber – Intimidation and abuse via electronic means (text, e-mail, social networking sites) – please see separate Cyber Bullying Policy for further information.

Anti-Bullying Strategy

LVS is committed to working with all students and staff to prevent bullying by raising awareness through training, taking action to reduce the risk of bullying at times and in places where it is most likely. There are a number of ways in which students are supported. Students may speak with Tutors, teachers, medical staff, Peer Mentors, our Independent Listener and national charities with regards their concerns. Through tutorials, assemblies, Chapel and services of Collective Worship, PSHE sessions and circle time. LVS delivers the message that bullying is not a normal part of life and should not be allowed to flourish. All students should be aware of what the sanctions are for bullying, including exclusion in cases of severe or persistent bullying. All pupils are encouraged to speak with members of staff immediately if they feel bullying is occurring, either as victim, witness or perpetrator.

All new students have an induction process including the allocation of a buddy, and the importance of the Peer Support Scheme will be highlighted. This supports efforts to allow all students access to members of the community who can help and support in a case of bullying.

The School Council and Boarders' Council provide opportunities for students to make their feelings known on bullying within the school and also the school's approach to bullying. Meetings are regularly held and advertised appropriately. Minutes are kept and published in houses.

The Deputy Head Pastoral will coordinate all work to reduce bullying, including facilitating and attending appropriate meetings.

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Action Against Bullying in the Senior School

Allegations of bullying

1. If an allegation of bullying is made by a student, a written statement may be taken from the student (signed and dated) by the member of staff fielding the allegation. If suspicions are raised by staff or parents, this should also be recorded in writing. All staff are to make accurate records of interviews and also record the process followed in each case.
2. The allegations and evidence should then pass to the relevant tutor and referred to Head of House/Sixth Form. If at any time staff have concerns over Safeguarding of the children concerned, the investigation should be halted, with only a verbatim record of the child's words. The incident should be immediately raised with the designated the Designated Person for Child Protection. In cases of Cyber bullying staff will refer to the LVS Cyber bullying Policy for advice.
3. The said person should offer to conduct a full investigation into the matter. This investigation will include witness statements, and the questioning of the alleged perpetrator.
4. Said person may seek the advice and support of Deputy Head Pastoral during the investigation, and must refer the case to SMT in the case of bullying being proven.
5. Deputy Head Pastoral and Head will determine appropriate sanctions for the perpetrator (in line with the Behaviour Management Policy), and Head of House will instigate support for both victim and perpetrator.
6. Parents should be informed and often will be invited to LVS to discuss the matter and its resolution.
7. All bullying related incidents to be recorded in a central Bullying Log, to enable patterns to be identified.

Action Against Bullying in the Junior School

1. Class Teachers or Teaching Assistants must inform the Head Teacher if there are any reported cases of bullying in the Junior School.
2. The Head Teacher will meet with both the victim and the alleged bully and a written statement may be taken from the children (signed and dated).
3. The Head Teacher and relevant class teachers will conduct a full investigation into the incidents.
4. If appropriate, the Head Teacher will meet with parents of the alleged bully and the parents of the victim to discuss the issues and the ways forward.
5. If proven, the name of the bully will be entered into the Black Book and in the 'detention time' the bully will write a letter of apology and explain in writing why

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their behaviour was inappropriate and how they will modify their behaviour in the future.

6. Class teachers will set up Circle Times to discuss with the class the ways in which bullying is best dealt.
7. If at any time staff have concerns over Safeguarding of the children concerned, the investigation should be halted, with only a verbatim record of the child's words. The incident should be immediately raised with the designated the Designated Person for Child Protection.

Review

This policy must be reviewed annually

Reviewed January 2012

Reviewed by C Cunningham-Watson

This policy must be reviewed no later than: January 2013

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Appendix – Advice on Bullying

What to look for?

Work may deteriorate, the pupil might wish to remain with adults, be frequently ill with low grade complaints or have erratic attendance at school, appear isolated from his/her peers. Whilst this behaviour may be symptomatic of other problems, it may be a sign of considerable bullying. There are also the obvious physical signs such as bruising or marking of the skin, torn/missing clothing, "lost" books/pens/prep.

What to do?

- Listen carefully and record all incidents.
- Question, but do not ask leading questions.
- Record incident using the 'Pastoral File Note' and/or 'Something is Not Quite Right' forms, as appropriate.
- Offer the victim immediate support and help by explaining and putting the school's procedures into action.
- Consider the need for medical treatment/examination.

Anti-Bullying Strategies Explained

LVS Ascot is committed to reinforcing the messages below in PSHE, Assemblies and Tutor sessions.

- a) When someone is being bullied or is in distress, take action. Watching and doing nothing always suggests support for the bullying.
- b) Pupils should inform an adult immediately if they do not wish to get involved at the scene of the problem.
- c) Do not tolerate bullies in the same social group.

To counter Cyber Bullying, students must be made aware that:

- They must never share their password with anyone
- They must not send pictures of others electronically
- No student is allowed to take pictures or video on their phone of another student or member of staff, whether on school premises or not.

Students are encouraged to develop

- Acceptance
- Patience
- Respect for others, themselves, their learning.
- Trust
- Empathy
- Co-operation
- Understanding

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BULLIES MAKE LIFE MISERABLE FOR MANY CHILDREN. SOME PEOPLE ARE BULLIES BECAUSE THEY ARE:

Unhappy
Insecure
Bullied at home
Not allowed to show feelings
Cowards at heart
Self hating

BULLIES APPEAR VERY POWERFUL. THEY MAY EVEN MAKE IT SEEM LIKE THE BULLYING IS THE VICTIM'S FAULT.

HELP!

If bullying is chronic and severe, it is probably affecting many children. The behaviour must be stopped for the sake of the victims and the bullies.

SOME THINGS STAFF SHOULD DO ABOUT BULLYING:

- Not allow it anywhere.
- Support children who are being bullied.
- Help the bullies to change their behaviour.
- Tell children to tell and back them up.
- Take bullying seriously and find out the facts when told about an incident of bullying.
- Tutors must inform Head of House.
- Meet with the bullies and victims individually.
- Ensure that children, parents and teachers take responsibility for any bullying that goes on.
- Set up discussion groups and lessons about bullying.
- Break up groups of bullies by not allowing them to play, sit, eat, etc., together.
- If bullying is happening to children on the way home, keep the bullies at school until everyone has left. Do not allow the bullies to leave together.
- Use peer pressure against bullying behaviour.
- Help children think about strategies to use.
- If necessary, help the children set up 'bullying courts' which decide how to deal with bullying. Role-play situations.

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SOME THINGS PUPILS SHOULD DO IF THEY ARE BEING BULLIED:

- Tell an adult you trust.
- Tell yourself that you don't deserve to be bullied.
- Get your friends together and say no to the bully.
- Stay with groups of people, even if they are not your friends; there is safety in numbers.
- Try to ignore the bullying.
- Try not to show you are upset, which is difficult.
- If possible, avoid being alone in a place where bullying happens.
- Try being assertive - shout 'NO' loudly. Practise in front of a mirror.
- Walk quickly and confidently even if you don't feel that way inside - practise!
- If you are in danger, get away. Do not fight to keep possession.
- Fighting back may make it worse.
- If you are different in some way, be proud of it! It is good to be an individual.

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Further Sources of Information

DfE resources:

DfE Behaviour and Discipline in Schools Guidance

<http://www.education.gov.uk/schools/pupilsupport/behaviour/f0076803/advice-for-headteachers-and-school-staff-on-behaviour-and-discipline>

[Make Them Go Away](#) (SEND DVD)

[Let's Fight it Together](#) (Cyber bullying DVD)

Legislative links:

Schools' duty to promote good behaviour ([Education and Inspections Act 2006 Section 89](#))

Power to tackle poor behaviour outside school ([Education and Inspections Act 2006 Section 89\(5\)](#))

[The Equality Act 2010](#)

Specialist Organisations:

[The Anti-Bullying Alliance](#) (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

[Beatbullying](#): A bullying prevention charity with an emphasis on working directly with children and young people. In addition to lesson plans and resources for parents, Beatbullying have developed the Cybermentors peer support programme for young people affected by Cyber Bullying.

[Kidscape](#): Charity established to prevent bullying and promote child protection. Advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

[Restorative Justice Council](#): Includes best practice guidance for practitioners 2011.

Cyber bullying:

[ChildNet](#) International: Specialist resources for young people to raise awareness of online safety and how to protect themselves.

LGBT:

[EACH](#): A training agency for employers and organisations seeking to tackle discrimination on the grounds of gender and sexual orientation.

[Schools Out](#): Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education.

[Stonewall](#): An LGBT equality organisation with considerable expertise in LGBT bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers. This website will be updated shortly to provide links to further information and organisations on transgender and other issues.

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SEND:

[Mencap](#): Represents people with learning disabilities, with specific advice and information for people who work with children and young people.

Please note that internal servers may block access to some of these sites. Schools wishing to access these materials may need to adjust their settings.

The above sources of information are taken from the Department of Education document, 'Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies'. <http://www.education.gov.uk/publications> Search using the ref: DfE-00062-2011.