

## ANTI-BULLYING POLICY 2024-2025

**AIM:** (final result we are aiming to achieve):

As a community we respect the supreme dignity of each individual and so challenge any form of bullying, as this denies a right to which we are all entitled. The English College aims to create an atmosphere in which every student has a sense of involvement and in which s/he can develop as an individual with a strong sense of moral values and integrity. The College strives to be a community in which everybody feels valued and safe and within which individual differences are accepted, tolerated and regarded positively. Every student has the right to enjoy school. Bullying issues form a key part of the College's tutor programme which is taught in all Key Stages. The college promotes a culture in which students are not afraid to report and tackle bullying

**RATIONALE:** (The reason for which this policy has been written)

As a community we ensure that all students feel safe and happy and so we challenge any form of bullying. The College strives to be a community in which everybody feels valued. Students should be provided with a secure environment where they can thrive as every student has the right to enjoy school. The college promotes a culture in which students are not afraid to report and tackle bullying, a culture where incidents are dealt with promptly and effectively.

This policy should be considered alongside other related policies in school. These are the Safeguarding Policy, Digital Safeguarding Policy and the Positive Behaviour policy for the management of pupils' behaviour. This policy has also been written with consideration of DfE guidance [Preventing and Tackling Bullying](#) July 2017 and the DfE statutory guidance Keeping Children Safe in Education 2024.

**It is the right of every student at The English College:**

- To be valued
- To feel safe
- To learn
- To be respected

- To be tolerant

**They also have the following responsibilities:**

- To respect self
- To respect others
- To use common sense
- To be supportive towards others
- To be tolerant

It is an individual's right and responsibility to take a stand on bullying, whether the victim is yourself or somebody else.

**GUIDELINES:** (The principles/instructions/steps of the policy)

## **DEFINING BULLYING**

What is bullying? 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 (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Bullying in any form will not be tolerated.

At times, children do say not very nice things to each other, or potentially call someone a name that is hurtful. However, the above definition needs to be considered to identify this as bullying or teasing. One incident of name calling is not bullying, it is teasing. Teasing is still not ok and will be dealt with as per the behaviour policy of the school, but is less severe than bullying.

Bullying can take many forms, below is not an exhaustive list of types of bullying:

- Picking on somebody
- Physical violence; punching, hitting and pushing
- Mocking, ridiculing or tormenting somebody
- Offensive, discriminatory comments as well as obviously hurtful names
- Gossiping and spreading rumours
- Exclusion, deliberately ignoring someone and encouraging others to do the same
- Insulting someone
- Threatening behaviour
- Taking and damaging property

There are many signs that a child is being bullied, below is not an exhaustive list;

- Appears anxious
- Regularly feeling sick or unwell
- Wanting to visit the nurse regularly
- Reluctance to come to school
- Changes in academic performance, usually negative changes
- Clothes/bags/possessions/money going missing or damaged
- Unexplained cuts and bruises
- Loss of appetite
- Issues with sleeping which could include; not sleeping, night terrors, bed wetting
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful
- Unwillingness to socialise, seen alone a lot

What is Cyberbullying? The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.<sup>1</sup> Cyberbullying means bullying by electronic means which occurs through the use of technology, including computers or other electronic devices, social networks, text messaging, instant messaging, websites, or e-mail. The consequences are both emotional and educational. Cyberbullying differs from other methods of bullying. More details on our policy regarding Cyberbullying can be found in our Digital Safeguarding Policy.

## **PREVENTION OF BULLYING**

The College is committed to prevention of bullying, believing that if we can educate and support our students to be confident and caring community members then the occurrence of bullying will be rare.

The school uses a range of strategies to promote Anti-Bullying.

- We expect a high standard of behaviour at all times, these expectations are reflected in our five school values (Respect, Aspiration, Integrity, Resilience and Gratitude) as well as the Anti-Bullying pledge signed by students at the beginning of each academic year.
- Staff model these high expectations and confront poor, unkind or bullying behaviour.
- We aim to provide a safe and caring environment for everybody with appropriate supervision in and outside of lessons.
- We cover bullying issues as well as self esteem in our Moral Education lessons, Assemblies and Pastoral Programmes.
- We have a pastoral care system that provides genuine support to students and a restorative approach to the management of unwanted behaviour.

- We use student voice to understand and improve on how safe students feel in school.
- We reach out to our wider community, leading sessions on topics such as PERMA, digital safeguarding and other related issues.

## **RESPONDING TO BULLYING**

The English College does not tolerate bullying. The only response to bullying is to report it. Students need to trust the school to deal with any incident in the appropriate manner. Students can turn to the following people for help reporting bullying.

- Parents
- Any adult in school that the child feels they have a relationship of trust. This could include; form tutor, key stage leader, Year group leader/Head of Year, subject teacher, school nurse, support staff, learning support assistant or any member of the safeguarding team.
- Close friends
- An older student (this could include a member of the cabinet, prefect or student leader)

The following outlines our procedure for dealing with bullying.

- The student will be listened to and supported. Statements will be taken from the alleged victim and bully, as well as witnesses. As per our behaviour policies, no parental consent is needed to take a statement from a student.
- Bullying is deemed as a higher level misbehaviour and so the teacher would then refer to the Positive Behaviour Policy and if appropriate follow the policy for next steps on how to handle the students report of bullying.
- The handling of the bullying report will be done in a timely and thorough manner. Parents will be notified and the students involved will be told to not repeat this behaviour or there will be a tougher sanction next time. We do not insist on the students becoming friends, but we do insist on everyone showing respect for each other.
- The cause, course and consequence of each bullying case can be unique. In some instances, the type of action or sanction that the school takes might supersede or be in addition to that stated in the Positive Behaviour Policy. These actions may involve the person bullied, the person completing the bullying or both. These additional actions might include;
  - Counselling
  - Restorative meeting/s
  - Peer support / peer mentoring
- The aim of these actions is to resolve the bullying. This is why the College's response to bullying may go beyond issuing sanctions to a perpetrator.

## HOW PARENTS CAN HELP

These tips and strategies have been created using guidance from the Anti Bullying Alliance.

How parents can help prevent bullying.

- Talk to your child on a regular basis and listen to what they say, so any problem is easier to share.
- Encourage your child to feel good about themselves, realising that we are all different and equally important.
- Discuss the College's anti-bullying policy with your child and suggest positive strategies if his/her rights are abused.
- Do not tell your child that bullying is part of growing up or imply that it is in any way acceptable.
- Monitor your child's usage of social media, and have open dialogue regarding subject matter and content being shared. Be mindful that children under the age of 13- should not be accessing certain Social Media sites, and you can add restrictions to your child's mobile settings which may ensure protection
- Encourage your child to get involved in activities that build their confidence and esteem, and help them to form friendships outside of school (or wherever the bullying is taking place).

What can parents do if their child is being bullied?

- Listen to what they have to say and reassure them that the bullying is not their fault and that they have family that will support them. Reassure them that you will not take any action without discussing it with them first.
- Ask your child what they have already tried to do to stop it and find out what your child wants to happen next. Help to identify the choices open to them; the potential next steps to take; and the skills they may have to help solve the problems.
- Encourage your child to take action on bullying by reporting it, but do not tell him/her to retaliate either physically or with name calling. If your child does not feel comfortable reporting themselves then please contact the school yourself.
- Be realistic in your expectations, sometimes on-going problems can take time to resolve.
- Co-operative with our school. Without a good working relationship between parents and the school the situation could deteriorate, which won't help you or them.
- Always remember that children can't solve bullying on their own. They need the support of parents/carers and the school. If your child is being bullied, please report it; the College can then take action. '

**APPENDICES** (Relevant links to other policies or documents)

- Safeguarding Policy
- Digital Safeguarding Policy
- Positive Behaviour Policy

**POLICY REVIEW HISTORY:**

This policy will be monitored, evaluated and reviewed by the Senior Leadership Team, approved by the Principal

<b>Historical Record</b>				
Revision No.	Date	Brief Description of Change	Approved by	Next Review:
0	7/3/2021	New policy	SLT	7/7/2022
1	06/06/2022	Updates to Positive Behaviour Policy in line with Anti Bullying Policy	PLT/SLT	06.06.2023
2	18/04/2023		PLT/SLT	18/04/2024
3	20/06/2024	Minor changes to restorative approach. Additional explanation of teasing vs bullying and extra detail in how we deal with bullying.	WSLT	May 2025