



PARKSIDE HOUSE SCHOOL

Anti-Bullying Policy



September 2016

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Parkside House School promotes a safe learning environment where everyone feels able to enjoy and achieve and where success is recognised and rewarded. We aim to keep bullying to a minimum so that all pupils are able to achieve and enjoy.

Philosophy:

We believe that for everyone to benefit from our learning community should be a place where students, staff, helpers, families and other visitors are made to feel welcome and comfortable and where everyone is treated with respect in an atmosphere free from intimidation.

We believe that all children and young people have the right to protection from harm, neglect and abuse and that their well-being is of paramount importance. Parkside House School aims to ensure good relationships between, and good behaviour towards, all members of its community and that learning and personal development takes place in a climate of trust, safety and confidence.

The school has a system of rewards which aims to motivate and encourage students as well as helping to build individual self-confidence and self-esteem. Parkside House School values everyone's unique contribution to our community.

Everyone has a responsibility for safeguarding and promoting the well-being of all pupils and all staff have a duty of care, to ensure our students are protected from harm.

Principles:

The school will:

- Adopt a definition of bullying that is agreed across the school and accepted across the local community.
- Have a consistent approach to any bullying incidents that occur.
- Raise awareness of bullying and promote positive relationships based on mutual respect.
- Seek to involve all pupils, staff and Governors in the implementation and monitoring of this policy.
- Promote positive action to prevent bullying through our PSHE programme and related activities.
- Provide support for all members of the school community that may be involved in dealing with an incident of bullying.
- Provide appropriate training for both staff and students to support the implementation of the policy across the school.
- Ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality, and encourage understanding and tolerance of different social, religious and cultural backgrounds.

Definition of bullying:

‘A persistent, deliberate attempt to hurt or humiliate someone’

There may sometimes be misunderstanding about the meaning of the term ‘bullying’. One-off incidents, whilst they may be very serious and must always be dealt with, do not fall within.

Types of bullying:

There are various types of bullying, but most have three things in common:

It is deliberately hurtful behaviour.

It is repeated over time.

There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

- There are various forms of bullying which include:

Physical – e.g. hitting, kicking, taking belongings

- Verbal – e.g. name calling, insulting, racist remarks.
- Indirect – e.g. spreading malicious rumours, excluding individuals from social groups, family feuds brought into school.
- Cyber – e.g. use of email, social networking sites, mobile phone messaging to spread rumours, make malicious comments. (Further information detailed in cyber bullying policy)

The lives of pupils who are bullied are made miserable; they may suffer injury, their attendance may erratic, they may lose self-confidence, and they are likely to underachieve educationally and socially. Many of the outward signs of bullying can be the same as other indicators of abuse such as:

- Non accidental injuries (including self-abuse)
- Low self-esteem unhappiness, fear, distress or anxiety.

If unchecked, others may come to see bullying behaviour as acceptable within the school. It is not unknown for victims to become bullies of younger or more vulnerable students than themselves. Bullying can and frequently does have long term effects on victims which may affect their adult lives.

Roles and Responsibilities:

The Head Teacher is ultimately responsible for the well-being of all students and staff. All staff, students, parents and governors should be made aware of the policy alongside awareness being raised of the issues associated with bullying in schools.

The Deputy Head teacher has responsibility for student wellbeing and has been designated to oversee the safeguarding and well-being of students.

The Designated Safeguarding Leads are Mrs. Young Head Teacher and Miss Maxwell Deputy Head Teacher. Their role includes the following responsibilities:

- To ensure all staff are aware of the contents of the 'Anti-Bullying Policy' and that its procedures are adhered to, through regular training
- To liaise with appropriate staff to ensure the implementation of whole school initiatives to highlight aspects of bullying, including Anti-Bullying Week.
- To ensure the use of appropriate assemblies/ Thought for the Day to highlight aspects of bullying, including Anti-Bullying Week
- To monitor and record all reports of incidents of bullying.
- To ensure the appropriate Year Tutor monitors students involved in bullying and keeps the parents/carers informed.
- To liaise with the police as necessary.

The Head of ICT is responsible for the monitoring of the Student Guidelines for Network and Internet Use policy. Students who violate the rules included in this policy and the Cyber bullying and E-Safety policy will be sanctioned.

School staff have the following responsibilities:

- Staff should be alert to any potential incident of bullying and intervene when instances are noticed.
- Minor incidents of disagreement should be addressed by year tutors/subject teachers and should be dealt with effectively bearing in mind that pupils are expected to show consideration and respect to all members of the school and local community at all times.
- Incidents that constitute bullying should be referred to the victim/bully's year tutor who will liaise over action to be taken.
- The Year tutor is responsible for clarifying the facts through investigation and taking statements from the bully, any victims and witnesses.
- The Year tutor, having clarified the facts, will inform all parents / carers of the incident,
- The Year tutor will record the incident on the relevant paperwork, identify a sanction and liaise with the Deputy Head teacher, the SDP with responsibility for student wellbeing and safeguarding regarding the sanction.
- The sanction will then be passed to the Head teacher for approval if appropriate.

Sanctions

Bullying is a named offence in the schools Behaviour Policy and following appropriate investigation and considering the circumstances and history, any of these strategies and sanctions can be applied: -

Internal seclusion, during break and lunchtime, until investigation completed

- Detention
- Mediation / Restorative approaches
- Referral for counselling / victim support
- Written or verbal apology
- Parent/carer interview leading to parental assistance in applying support or strategies or deterrents as necessary
- Continued monitoring of victim/bully individually
- Fixed term exclusion
- Referral to external agencies e.g. Social Services, Educational Psychologist, Youth and Community Met Police

Pupils have the following responsibilities:

- Ensuring that previous victims of bullying are not isolated from groups of friends.
- Intervening when someone is being bullied and making it clear to the bully that their actions are disapproved of.
- Informing a member of staff that bullying is happening
- Encouraging the victim to join in activities and groups.
- To discuss and consider bullying issues in PSHE lessons and Tutor time.

Allegations against staff

Parkside House School believe that all members of the school community are entitled to protection from bullying. Inappropriate behaviour between pupils or staff will not be tolerated and any concerns or allegations of impropriety will be dealt with quickly, fairly and sensitively through the Grievance Procedure Policy.

Any staff disclosing information, regarding inappropriate behaviour by colleagues, will be listened to and supported by the senior management team, in line with the 'Whistle Blowing Policy'.

Links with other policies

This policy has been developed and evaluated with a view to safeguarding and promoting the wellbeing of all our students.

It links with the following policies:

- o Behaviour Policy
- o Safeguarding & Child Protection Policy
- o Physical Restraint Policy
- o Cyber Bullying Policy
- o E-Safety Policy
- o Attendance and Punctuality Policy
- o PSHCEE

Evaluation and Monitoring

This policy is a dynamic document and will be updated as new guidance is produced or, in response to research, review or other events that have not previously been covered in depth.

Monitoring of the policy will involve consideration of the following data;

- any reduction in the number of incidents referred for attention;
- monitoring individual victims/bullies with a view to improved circumstances;
- positive feedback from parents, students and staff;
- monitoring of the willingness in students to report instances of concern;
- Tracking of incidents to inform future decisions on availability of network and infrastructure that can access the internet.

Documents used to support this policy:

Preventing and Tackling Bullying, Advice for Head Teachers, Staff and Governing Bodies- DFE
The use and Effectiveness of Anti-Bullying Strategies in Schools, F Thompson & P. K.

Appendix 1 - Cyber-bullying

Key Safety Advice For Children & Young People

1. Always respect others – be careful what you say online and what images you send.
2. Think before you send – whatever you send can be made public very quickly and could stay online forever.
3. Treat your password like your toothbrush – keep it to yourself. Only give your mobile number or personal website Address to trusted friends.
4. Block the bully – learn how to block or report someone who is behaving badly.
5. Don't retaliate or reply!
6. Save the evidence – learn how to keep records of offending messages, pictures or online conversations.
7. Make sure you tell:
 - An adult you trust, or call a helpline like Child Line on 0800 1111 in Confidence;
 - The provider of the service; check the service provider's website to see Where to report incidents;
 - Your school – your form tutor or your Head of Year can help you.

Finally, don't just stand there – if you see cyber-bullying going on, support the victim and report the bullying. How would you feel if no one stood up for you?

Key Safety Advice For Parents & Carers

1. Be aware, your child may as likely cyber-bully as be a target of cyber-bullying. Be alert to your child seeming upset after using the internet or their mobile phone. This might involve subtle comments or changes in relationships with friends. They might be unwilling to talk or be secretive about their online activities and mobile phone use.
2. Talk with your children and understand the ways in which they are using the Internet and their mobile phone. See the seven key messages for children (on the left) to get you started.
3. Use the tools on the service and turn on in-built internet safety features.
4. Remind your child not to retaliate.
5. Keep the evidence of offending emails, text messages or online conversations.
6. Report cyber-bullying:
 - Contact your child's school if it involves another student, so that they can take appropriate action. Contact the service provider. If the cyber-bullying is a potential criminal offence, you should consider contacting the police.

The table below explores the range of ways today's technology can be used.

Technology	Great for:	Examples of misuse:
Mobile phone	Keeping in touch by voice or text, taking and sending pictures and film, listening to music, Playing games, going online and sending emails. Useful in emergency situations and for allowing children a greater sense of independence.	Sending nasty calls or text messages, including threats, intimidation, and harassment. Taking and sharing humiliating and/or inappropriate images. Videoing other people being harassed and sending these to other phones or internet
Instant messenger (IM)	Text or voice chatting live with friends online. A quick and effective way of keeping in touch even while working on other things.	Sending nasty messages or content. Using someone else's account to forward rude or mean messages via their contacts list.
Chatrooms & message boards	Groups of people around the world can text or voice chat live about common interests. For young people, this can be an easy way to meet new people and explore issues which they are too shy to talk about in person.	Sending nasty or threatening anonymous messages. Groups of people deciding to pick on or ignore individuals. Making friends under false pretenses – people pretending to be someone they're not in order to get personal information that they can misuse in a range of ways – e.g. by spreading secrets or blackmailing.
Emails	Sending electronic letters, pictures and other files quickly and cheaply anywhere in the world.	Sending nasty or threatening messages. Forwarding unsuitable content including images and video clips, or sending computer viruses. Accessing someone else's account, e.g. to forward
Webcams	Taking pictures or recording messages. Being able to see and talk to someone live on your computer screen. Bringing far-off places to life or video conferencing.	Making and sending inappropriate content. Persuading or threatening young people to act in inappropriate ways. Using inappropriate recordings to manipulate young people.
Social network Sites	Socialising with your friends and making new ones within online communities. Allowing young people to be creative online, even publishing online music. Personalizing homepages and profiles, creating and uploading content.	Posting nasty comments, humiliating images / video. Accessing another person's account details and sending unpleasant messages, deleting information or making private information public. Groups of people picking on individuals by excluding them. Creating fake profiles to pretend to be someone else, e.g. to bully, harass or get the person into trouble.
Video hosting sites	Accessing useful educational, entertaining and original creative video content and uploading you own.	Posting embarrassing, humiliating film of Someone

Virtual Learning Environment	School site, usually available from home and school, set up for tracking and recording student assignments, tests and activities, with message boards, chat and IM.	Posting inappropriate messages or images. Hacking into someone else's account to post inappropriate comments or delete schoolwork.
Gaming sites Consoles & Virtual worlds	Live text or voice chat during online gaming between players across the world, Virtual worlds let users design their own avatars	Name-calling, making abusive / derogatory remarks. Players may pick on weaker or less experienced users, repeatedly killing their characters.

When & How to Contact the Service Provider	
<p>Mobile phones All UK mobile phone operators have nuisance call centres set up and / or procedures in place to deal with such instances. They may be able to change the number of the person being bullied. Mobile operators cannot bar a particular number from contacting a phone, but some phone handsets do have this capacity. Action can be taken against the bully's phone account (e.g. blocking their</p>	02: ncb@02.com or 08705214000
	Vodafone: 191 from a Vodafone phone or 08700700191 for Pay Monthly customers and 08700776655 for Pay as you Go.
	3: Call 333 from a 3 phone or 08707330333.
	07973100450 for Pay as you Go, or 150 or 07973100150 for Pay Monthly.
	EE Nuisance Calls Bureau (NCB) can be called free by dialing 150 from an EE phone or 07953 966 250
<p>Social networking sites Facebook, Twitter, Instagram, Snapchat, KIK, gaming chat rooms.</p> <p>It is good practice for social network providers to make reporting incidents of cyber-bullying easy, and thus have clear, accessible and prominent reporting features. Many of these reporting features will be within the profiles themselves, so they are 'handy' for the user. If social network sites do receive reports about cyber-bullying, they will investigate and can remove content that is illegal or break their terms and conditions in other ways. They can delete the account of those who have broken the rules.</p>	Contacts for social networking sites
	All contacts for named social networking sites can be found via the internet on a range of search engines.

Video-hosting Sites: It is possible to get content taken down from video-hosting sites, though the content will need to be illegal or have broken the terms of service of the site in other ways. On YouTube, perhaps the most well-known of such sites, it is possible to report content to the site provider as inappropriate. In order to do this, you will need to create an account (this is free) and log in, and then you will have the option to 'flag content as inappropriate'. The option to flag the content is under the video content itself. YouTube provides information on what is considered inappropriate in its terms of service. See www.youtube.com/t/terms

Instant Messenger (e.g., Windows Live Messenger or MSN Messenger):
 It is good practice for Instant Messenger (IM) providers to have visible and easy-to access reporting features on their service. Instant Messenger providers can investigate and shut down any accounts that have been misused and clearly break their terms of service. The best evidence for the service provider is archived or recorded conversations, and most IM providers allow the user to record all messages.

Contacts of some IM providers:

MSN: When in Windows Live Messenger, clicking the 'Help' tab will bring up a range of options, including 'Report Abuse' and there is also an online feedback form at: <http://support.msn.com/default.aspx?mkt=en-gb> to report on a range of products including MSN Messenger.

Yahoo!: When in Yahoo! Messenger, clicking the 'Help' tab will bring up a range of options, including 'Report Abuse'.

Chatrooms, individual website owners / forums, message board hosts: It is good practice for chat providers to have a clear and prominent reporting mechanism to enable the user to contact the service provider. Users that abuse the service can have their account deleted. Some services may be moderated, and the moderators will warn users posting abusive comments or take down content that breaks their terms of use.