



Farringtons School Anti-Bullying Policy

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Author :	Pastoral
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WHOLE SCHOOL ANTI-BULLYING POLICY

See also Anti-Cyberbullying Policy. The Anti-Bullying Policy and the Anti-Cyberbullying Policy should both be understood in the context of the Child Protection Policy, Code of Conduct and the Behaviour Policy, which are available on the school website. In developing this policy Farringtons School has taken advice from students and the London Safeguarding Children Board (LSCB).

1. Introduction and Aim

1.1.1 The aim of this policy is to ensure that all students and staff are able to learn/work in an environment where they feel safe, secure and happy.

1.1.2 We understand bullying to be behaviour by an individual or group, that intentionally hurts another individual or group either physically or emotionally.

1.1.3 In bullying, there is a conscious desire to frighten, hurt or threaten. Bullying is deliberately harmful behaviour which may be persistently repeated over a period of time; however, it may also be a one-off incident. It can take many forms, including:

- teasing or name calling
- verbal intimidation
- malicious gossip
- racial, homophobic, religious, cultural or sexual/sexist harassment, SEN/learning difficulties or disabilities
- extortion
- emotional abuse
- ostracism - isolation of a student from a friendship or peer group
- damaging or stealing the property of the victim
- physical or sexual abuse
- inappropriate text messaging and emailing
- sending offensive or degrading images or videos by phone or via the internet, or posting these on social networking sites (e.g. Facebook, Twitter, YouTube)

1.1.4 Bullying can seriously damage a person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. It can lead to serious and prolonged emotional damage for an individual. Those who conduct the bullying or witness the bullying can also experience emotional harm, and the negative impact on parents and school staff can be significant.

1.1.5 Bullying can take place between students, between students and staff,

or between staff; by individuals or groups; face-to-face, indirectly or by using a range of cyberbullying methods. This policy provides an overall framework for managing all types of bullying behaviour. There is no 'hierarchy' of bullying - all forms of bullying should be taken equally seriously and dealt with appropriately.

2. We recognise that signs and effects of bullying may be:

- Anxiety about going to school/truancy from lessons
- Changes in behaviour, including eating habits and interactions with peers or staff
- Loss of concentration or deteriorating school work
- Depression
- In the worst cases, attempted or completed suicide. Unwillingness to discuss and share aspects of home life

3. What the school does to prevent bullying:

- Acts quickly when incidents are reported
- Supports all those involved
- Trains all students and staff to act when they see situations that are a cause for concern
- Staff are expected to act as role models and to avoid using sarcasm, making derogatory or humiliating comments to students
- Monitors incidents to look for trends about when and where bullying takes place
- Supervises areas of the school at critical times
- Reminds students of their right (and responsibility) to tell
- Buddies are allocated at times of transition e.g. all new students in any year group or when students are experiencing difficulties
- Encourages students to discuss their views on school life at the Student Council (Senior School)/School Council (Junior School)
- Raises awareness of bullying, for example, during anti-bullying week
- Bullying issues are addressed throughout the school; particularly in English, Drama, Wellbeing, History and RS lessons
- Assemblies

All allegations of bullying will be taken seriously and will normally be dealt with in accordance with the below procedure.

4. Reporting Bullying

4.1.1 We want everyone to feel safe to report bullying incidents. A student who is encountering problems, either a bully or a victim, is encouraged to talk about any such problems with those who can help; e.g. in the Junior School, the class teacher or any other member of staff to whom the child feels comfortable talking; in the Senior School, Sixth Form Prefects, School Counsellor, tutor, Housemistress/Housemaster (HM), Head, or any other staff member s/he chooses. Pupils are also

able to send an email to nobullying@farringtons.kent.sch.uk which will be read and dealt with by a member of the SMT team.

- 4.1.2 They should be given honest advice on how to deal with it. Everyone can be sure of a supportive and sympathetic hearing if they have any problems.
- 4.1.3 The person who first receives the report from a student is required to inform the tutor or class teacher as soon as possible. S/he will then speak to the student and inform their Head of Year. In serious cases, where the child is deemed to be at risk, then information should be passed to the CPO (see CP procedures).
- 4.1.4 The class teacher, tutor/Head of Year/HM will calmly and gently question the student being bullied. Throughout the incident the student being bullied must feel supported by staff and must feel that s/he was right to report the bullying.
- 4.1.5 The student should be encouraged to speak to her/his parents; in the Junior School, due to the young age of the children, parents will be contacted so that the school and home can work in partnership to resolve the issue.
- 4.1.6 Teaching staff will be informed of the incident if it is deemed appropriate on a 'need to know basis'.
- 4.1.7 The student or students allegedly doing the bullying will then be questioned individually by the appropriate member of staff.
- 4.1.8 A meeting, if appropriate, will be arranged between the student being bullied and the students doing the bullying in the presence of the investigating member of staff in order to bring the bullying out into the open. The student or students who are bullying will be expected to make a full apology to the person they have bullied.
- 4.1.9 The student being bullied is able to find support through their class teacher, tutor or other member of staff and, if appropriate, the school counsellor. In the same way, each student doing the bullying will also be given help and encouragement to change his/her behaviour and attitude by their tutor or class teacher.
- 4.1.10 Parents of all concerned will be contacted, given the facts and, if appropriate, invited to a meeting in school.

5. Recording of incidents

- 5.1.1 A Serious Incident Proforma (Appendix 1) should be completed following the full investigation of a bullying incident. A copy of this will be stored within the pupils IWP and the central Bullying file.
- 5.1.2 A written report of the bullying will be kept by the Head of Year. All reports of alleged bullying in the Senior School should be noted by email to the relevant Head of Year who will then investigate. Should bullying be identified all parties will be placed on the Pupil Welfare list. These should be passed to the CPO (if appropriate) to enable patterns to be identified. The pupils Individual Welfare Plan (IWP) should then be updated.
- 5.1.3 Sanctions will be given according to the Behaviour Policy and in serious incidents or for persistent bullying the sanction may be expulsion from school.

6. Support to Victims and Bullies

- 6.1.1 In all cases where anyone reports bullying they will be told of the outcome. Where serious action is taken pupils and staff will always be informed and the situation explained.
- 6.1.2 The victim will be carefully monitored and encouraged to talk about his/her reactions and, especially any repercussions. Victims will be given every support and encouragement by the school. The bullies will be given a fair hearing and any issues arising will be addressed. They will be helped in finding mechanisms to see that there is no recurrence of the problem(s).
- 6.1.3 As part of the support process both the victim and the bully will be placed on a Pastoral Support Plan, which will be reviewed accordingly.

7. Conclusion

- 7.1.1 If the problem of bullying is not dealt with firmly it can seriously harm the prospects of a small minority of vulnerable, isolated and frightened pupils who are the victims of bullying behaviour, with incalculable and even tragic consequences. These pupils' lives are being made a misery because they have been singled out by the bullies for physical assault or verbal abuse.
- 7.1.2 Pupils who feel threatened must be able to report their fears in the knowledge that the bully will be firmly dealt with.
- 7.1.3 Strong sanctions such as exclusion may be necessary in cases of severe and persistent bullying. As a last resort, students may be expelled from the school and the reasons notified to the School Governors.
- 7.1.4 Above all, if bullying is allowed to go unchallenged, the bully, the victim and all the pupils and staff will suffer from the school's failure to deal with a problem that adversely affects the whole school environment and prevents it from being a protective, caring and positive support to those within it.

8. Appeals Process

- 8.1.1 If a parent or guardian would like to make an appeal regarding the way an incident of bullying has been investigated and resolved by the school, then this may be done by following the School's Complaint's Policy (2015).

Anti-Bullying Advice for Parents

Farringtons School has an Anti-Bullying Policy and several methods of dealing with bullying in school if it arises. A child is being bullied when s/he is exposed to negative actions on the part of one or more other pupils.

Bullying can take many forms and can include the following:

- Name calling and teasing
- Threats and extortion
- Physical violence
- Damage to someone's belongings
- Leaving pupils out of social activities deliberately and frequently
- Spreading malicious rumours
- Bullying by mobile phone text messages, email or internet websites

Parents and families have an important part to play in helping schools deal with bullying:

- Discourage your child from using bullying behaviour at home or elsewhere. Show them how to resolve the difficult situations without using violence or aggression
- Watch out for signs that your child is being bullied, or is bullying others. Parents and friends are often the first to detect that a problem exists. Don't dismiss it. Contact the school immediately if you are worried
- Monitor closely your child's use of the internet and mobile phone
- Ensure access to social networking sites such as Facebook and Twitter are only used by children of the correct age and used appropriately (accounts are only permitted for those aged 13 plus)

If your child has been bullied, these can be emotional situations, please do try to keep an objective view on the incident

- Calmly talk to your child about his/her experience
- Make a note of what s/he says, particularly who was said to be involved: how often the bullying has occurred; where it happened and what has happened
- Reassure your child that s/he has done the right thing to tell you about the bullying
- Explain to your child that should further incidents occur s/he should report them to a teacher immediately
- Make an appointment to contact your child's tutor or class teacher

When talking to teachers:

- Try to stay calm and understand that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- Be as specific as possible about what your child has said
- Ask how you can help

- Stay in touch with the school and let us know if things improve as well as if the problems continue.

If your child is bullying other children

Many children may be involved with bullying other pupils at some time or other. Often parents are not aware that their child is involved in bullying.

Children sometimes bully because:

- They don't know it is wrong
- They are copying older brothers or sisters or other people in the family whom they admire
- Their friends encourage them to bully
- They are going through a difficult time and are acting out their aggressive feelings on others

To stop your child bullying:

- Talk with your child; explain that what s/he is doing is unacceptable and makes other children unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Make an appointment to see your child's tutor or class teacher and discuss how you and the school can stop him/her bullying others
- Regularly check with your child how things are going at school
- Give your child lots of praise and encouragement when s/he is co-operative or kind
- Monitor use of mobile phones and the internet

What if you just want to talk to someone?

Remember you probably have friends who may be able to help you or an older student to whom you feel you can turn to. The Assistant Head (Pastoral and Boarding), Houseparent, Tutors or other members of staff always want to help.

Turn to anyone you feel you can talk to comfortably.

There may be times when you feel you cannot talk to a member of staff - this is perfectly alright. Remember you can always talk, telephone or write to any of the following people:

- Friends and other students in the house
 - Tutor
 - Houseparent
 - Member of staff on duty
 - Any member of staff you trust
 - Mrs Nancekievill, Head teacher (Deputy Safeguarding Lead)
 - Mrs Frances (Designated Safeguarding Lead)
 - Mr Young, Assistant Head (Deputy Safeguarding Lead)
 - Mr Charlton, Head of Junior School (Deputy Safeguarding Lead)
 - Staff in the Medical Centre
 - Mrs Grindley, School Counsellor
 - Student Independent Listener, Mrs Margaret Trill, 020 8302 4299
 - Your parents/Guardians
 - Send an email to nobullying@farringtons.kent.sch.uk
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- Child Line 📞 0800 1111
 - Children's Commissioner 📞 0800 5280731
 - The Samaritans 📞 08457 90 90 90
 - Cruse Bereavement Line 📞 0844 4779400
 - OFSTED 📞 0300 123 4666
 - www.thinkuknow.org