



Anti-Bullying Policy

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Bullying Prevention Policy 2023

General Statement

Sibford has a responsibility to provide a secure and happy environment for everyone so they can flourish personally, socially and academically. Pupils who feel safe are more likely to feel confident, strong and empowered.

Bullying is not acceptable in any form and staff and pupils can invest in this by embracing the following two principles. 'We all have the right to feel safe all the time' and 'we can talk with someone about anything, even if it feels awful or small.'

The core Quaker values of simplicity, peace, integrity, community, equality, and stewardship permeate the education and atmosphere of Sibford School. This policy outlines how as a school we aim to achieve these testimonies.

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Definition of Bullying (Anti Bullying Alliance)

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

Aims and objectives of the policy

- To continue to nurture an atmosphere where bullying is regarded as unacceptable.
- To ensure all students who are being exposed to bullying behaviour from a fellow pupil inside (or outside of school) feel able to share this with someone, in a way that does not leave them feeling more vulnerable.
- To provide options for how to report this behaviour.

- To provide education, encourage empathy and support those pupils who have demonstrated bullying behaviour.
- To provide restorative meetings in order to repair relationships.
- To work within the guidelines of the Keeping Children Safe in Education 2023

Types of bullying

Verbal : name calling, abusive language, insults, coercive and controlling or ignoring and excluding

Physical: hitting, pushing, kicking, pulling hair, biting, spitting.

Prejudice: negative actions regarding race, religion, disability, gender, colour,

Sexual Prejudice: sexual orientation LGBTIQ+ (Lesbian, gay, bisexual, transgender, intersex Questioning + including non-binary and pansexual.

Cyber: Repeated and deliberate online behaviour that causes harm, distress, or fear to the victim, using social media posts, text and sharing private information without consent. Discreet and anonymous.

Sexist: related to devaluation or discrimination based on a person's sex, gender or gender reassignment

Sexual: unwanted physical or verbal comments or sexually abusive, sexual harassment, up-skirting,

SEN: related to a disability, learning difficulty, health or appearance

At Sibford we celebrate difference and individuality.

School's commitment to bullying prevention

Sibford school is committed to ensuring the safety (physical and emotional) of all their pupils, and therefore the schools response to bullying prevention starts before any bullying arises. The students' voices are key in ensuring the success of this plan as it is accomplished by staff proactively adopting a culture of listening, staff getting to know pupils, and so understanding and recognising issues that may arise. Consequently, staff are best placed to provide support and guidance through PSHE, the school curriculum, student forums, clubs, and Meetings for Worship (that occur twice weekly).

Staff are regularly trained through Pastoral Board, Staff Meetings and Whole School Inset about the importance of the school's value system in relation to bullying prevention.

Staff and students will also be offered the chance to take part in the Anti - Bullying Alliance week 2023 ' Make a noise about bullying' in November.

Sibford School's response to reports of bullying.

If bullying does occur, disciplinary measures will be applied fairly, consistently, reasonably and in a timely manner so as to ensure that the matter does not persist. All this whilst taking account of the needs of vulnerable students and those with special educational needs or disabilities.

Each incident will be fully investigated by staff who will maintain a unbiased approach. All information gathered will be recorded and added to SIMS and/or CPOMS. The child who reports the bullying will be asked for a written account of the incidents, including being asked to provide online evidence such as messages or social media posts.

The alleged wrongdoer will be also asked for a written statement and any evidence to prove or disprove the claims.

Parents/carers will be informed of the situation and advised of a plan to address it. External services such as police will be involved if necessary.

Please see Sibford School's Behaviour Policy for more details.

Sibford School's Guide to cyber bullying

Childrens' online presence has increased dramatically since Covid, leading to more incidents of cyber bullying. It is a crime to carry out cyber bullying behaviour towards someone in this way.

- Students need to remember that photos and comments posted on social networking sites are public documents. Employers and universities do frequently check these sites. Make sure you use the highest security settings.
- Please remember that when a photo goes online, it stays online forever
- Don't think that because messages get deleted off Snapchat that people can't save your picture and share it
- Save evidence; keep records of offending messages, pictures or online conversations.
- **Always respect others**

As a parent/carers, what should you do if you think your child is being bullied

- Listen calmly and reassure your child.
- Ask open questions such as who, what, where, when etc.
- Make a note of what your child says has happened.
- Talk in the first instance to your child's class teacher/tutor or Head of Key Stage as soon as possible.
- Keep a log of all further incidents your child tells you about.

- Be patient and allow the school to investigate and deal with the issue. Bullying can be difficult to detect so staff may not be aware of any incidents.
- Model non-bullying behaviour yourself.
- Parent or carers should not encourage retaliation or confrontation.
- Please do not keep your child away from school as this absence may well be recorded as unauthorised.

If your child feels unable to share with you, encourage them to think about their 'network' and who else they could speak to. This could include extended family, football coach, Cub Scout Leader etc.

When is bullying a safeguarding matter

The Keeping Children Safe in Education update for 2023, details bullying as being recognised as a form of Child on Child abuse, which includes cyberbullying, prejudice-based and discriminatory bullying.

In instances of Child on Child abuse, Safeguarding guidelines will be observed.

Support for victims of bullying

Protective behaviours embraces the two principles of 'We all have the right to feel safe all the time' and 'we can talk with someone about anything, even if it feels awful or small.' Protective behaviours is a sure way to prevent bullying as it encourages students to speak out. Bullies like to feel anonymous.

Within school there are no end of adults that a student can speak to. Firstly, their Tutor who they meet twice daily throughout the week. Secondly is their head of Key Stage, who are teachers but who also provide pastoral support in the form of 1:1 and group support.

There is school Counsellor, who is available to meet with pupils once a week.

There are online services within school, such as The Box which is there for students who need help in reaching out for support. HOW is this accessed?

There is the schools Safeguarding team who can provide information on external services who can provide help outside of school.

- Download the CEOP report button.
- If you feel unable to share, download the Whisper App
- Call a helpline like **ChildLine on 0800 1111** in confidence; check the website to see where to report incidents <https://www.childline.org.uk/>
- Additional help is available from <https://www.thinkuknow.co.uk/>
- **NSPCC 0808 800 5000** <https://www.nspcc.org.uk/>

BLOCK IT, REPORT IT AND TELL SOMEONE ABOUT IT

Sibford’s commitment to Restorative Practice

The 5 R’s to Restorative practice are Relationship, Respect, Responsibility, Repair, and Reintegration. These work in harmony with the ethos of our Quaker community. Sibford is committed to offering students who have been involved in incidents of bullying, the chance to engage in a restorative meeting, which is an approach to working with conflict, that puts the focus on repairing the harm that has been done and offenders taking responsibility for what they have done. Quakers use this approach because it speaks to ‘that of God/Good in evreyone’; it can be a powerful means of healing for victims, offenders and the community. The concerns of the victim and the community are considered alongside the desire to reintegrate the offender.

Help organisations:

- Child Law Advice - <https://childlawadvice.org.uk/information-pages/bullying/>
- Family Lives - <https://www.familylives.org.uk/>
- Anti Bullying Alliance - <https://anti-bullyingalliance.org.uk/>
- Samaritans - <https://www.samaritans.org/>
- Childline <https://childline.org.uk>

Please read this policy alongside the following policies:

- E-Safety Policy
- Safeguarding (Child Protection) Policy