

MOORLANDS SCHOOL

ANTI-BULLYING POLICY



Policy date	September 2021
Policy review	Annually
Date ratified	September 2021
Ratified by	Dr A Cook
Review date	September 2022
Related policies & procedures	Safeguarding, Behaviour, Peer on Peer Abuse, Acceptable User (IT), Online Safety, Mobile Phones
Government guidance	Keeping Children Safe in Education 2021 Behaviour and Discipline in Schools 2016 Preventing and Tacking Bullying in Schools 2017 Sexual Violence and Harassment between Children in Schools 2018

Aims and Objectives

At Moorlands School, our community is based upon respect, good manners and fair play. We are committed to providing a safe and caring environment that is free from disruption, violence and any form of harassment so that every one of our pupils can develop his/her full potential. We expect our pupils to treat members of staff, as well as all members of the school community, with courtesy and co-operation so that they can learn in a relaxed but orderly atmosphere. All pupils should care for and support each other.

Moorlands School prides itself on its respect and mutual tolerance. Parents/guardians have an important role in supporting the school in maintaining high standards of behaviour. It is essential that school and home have consistent expectations of behaviour and that they co-operate closely together.

Acceptance of this policy forms part of our standard terms and conditions. This policy is available to parents of pupils and prospective pupils on our website and on request. It is also available and known to staff.

Bullying, harassment, victimisation and discrimination will not be tolerated (See Appendix A). We treat all of our pupils and their family members fairly and with consideration and we expect them to reciprocate towards each other, the staff and the school. Any kind of bullying is unacceptable. This policy applies to all pupils in the school.

Definition of Bullying

“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 is the intentional hurting, harming or humiliating of another person by physical (including sexual), verbal (including email, social media and text messages), and emotional means (by excluding, tormenting or spreading malicious rumours). It can involve manipulating a third party to tease or torment someone. It can involve complicity that falls short of direct participation. Bullying is often hidden and subtle. It can also be overt and intimidatory.

Bullying may involve actions or comments that are related to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, inappropriate sexual behaviour, sexual orientation or other physical attributes (such as hair colour or body shape). Bullying can happen anywhere and at any time and can involve everyone - pupils, staff and parents/ other family members.

Bullying can be so serious that it causes psychological damage, eating disorders, self-harm and even suicide, and whilst bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour.

Peer on peer abuse

Children can abuse other children. This is generally referred to as peer on peer abuse and can take many forms. This can include (but is not limited to) bullying (including

cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiating/hazing type violence, initiation, rituals and other ceremonies. (KCSIE September 2021)

Cyber-Bullying – Definition

Cyber-Bullying is any form of bullying which takes place online or through smartphones and tablets.

For more information see below

<http://www.bullying.co.uk/cyberbullying/what-is-cyberbullying/?gclid=CK3Cr-6w-9ECFeyT7QodQ48AGg>

<http://www.bullying.co.uk/cyberbullying/what-to-do-if-you-re-being-bullied-on-a-social-network/>

https://www.thinkuknow.co.uk/11_13/Need-advice/Cyberbullying/

What is Cyber-Bullying? The 8 Types of Cyber-Bullying...

The 8 different types of cyber-bullying are listed below:

Flaming: Online fights usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged.

Denigration: Putting mean online messages through email, instant messaging, chatrooms, or websites set up to make fun of someone.

Exclusion: Intentionally leaving someone out of a group such as instant messaging, friend sites, or other online group activities.

Outing: Sharing secrets about someone online including private information, pictures, and videos.

Trickery: Tricking someone into revealing personal information then sharing it with others.

Impersonation: Pretending to be someone else when sending or posting mean or false messages online.

Harassment: Repeatedly sending malicious messages to someone online.

Cyber stalking: Continuously harassing and denigration including threats of physical harm

The School's Response to Bullying and Cyber-Bullying

At Moorlands School, we always treat bullying, including allegations of bullying, very seriously. This complements the school's policy on equal opportunities, as well as its social and moral principles.

Signs of Bullying

Changes in behaviour that may indicate that a pupil is being bullied may include:

- Unwillingness to attend/ return to school
- Displays of excessive anxiety, becoming withdrawn or unusually quiet
- Failure to produce work, or producing unusually bad work, or work that appears to have been copied, interfered with or spoilt by others
- Books, bags and other belongings suddenly go missing, or are damaged
- Changes to established habits (e.g. giving up extra curricular lessons, change to accent or vocabulary)
- Diminished levels of self confidence
- Frequent requests to seek medical or first aid advice with symptoms such as stomach pains, headaches
- Unexplained cuts and bruises
- Frequent absence, erratic attendance, late arrival to class
- Choosing the company of adults
- Displaying repressed body language and poor eye contact
- Difficulty in sleeping, experiencing nightmares
- Talking of suicide, self-harm or running away

Although there may be other causes for some of the above symptoms, a repetition of, or a combination of these possible signs of bullying should be investigated by parents and teachers.

Preventative Measures

We take the following preventative measures in order to ensure that bullying does not become a problem which is associated with Moorlands School:

- All new pupils are briefed thoroughly on the school's expected standards of behaviour. They are told what to do if they encounter bullying. Any pupil who reports bullying will be supported.
- All staff are given guidance on the school's anti-bullying policy and in how to react to allegations of bullying at Moorlands School. They are required to read the school's policy as part of their induction. We use appropriate assemblies to explain the school policy on bullying. Our PSHE programme is structured to give students an awareness of their social and moral responsibilities as they progress through the school. The programme is structured to enforce the message about community involvement and taking care of each other.
- Other lessons, particularly RSE, highlight the issue of bullying and reinforce this message by teaching moral and spiritual values that show bullying to be unacceptable and by developing social skills.
- All our pupils are encouraged to tell a member of staff at once if they know or suspect that bullying is taking place.
- All reported incidents are recorded in a hard copy incident log book and

are investigated at once. We always monitor reported incidents. Records of any incidents are kept securely and the Headmaster will be informed in order that patterns of behaviour can be identified and monitored.

- Our senior leadership team gives support and guidance to other staff on handling and reporting incidents, and on the follow-up work with both victims and bullies.
- There will always be staff present at times when pupils are not in class, including monitoring the school site, including areas where bullying might occur. They are alert to inappropriate language or behaviour.
- Our office holder pupils are expected to set an example in their behaviour as well as offering support and assistance to younger and to vulnerable pupils.
- We reserve the right to investigate incidents that take place outside school hours, on school visits and trips and that occur in the vicinity of the school, involving our pupils.
- We welcome feedback from parents and guardians on the effectiveness of our preventative measures.

Cyber-Bullying – Preventative Measures

In addition to the preventative measures described above, Moorlands School:

- Expects all pupils to adhere to its Acceptable User Policy for the safe use of the internet. Certain sites are blocked by our filtering system and pupil's use will be monitored.
- May impose sanctions for the misuse, or attempted misuse of the internet.
- Issues all pupils with their own personal school email address.
- Offers guidance on the safe use of social networking sites and cyber-bullying in PSHE/ RSE lessons, assemblies and through visiting speakers which covers: sharing personal information, sending of inappropriate pictures of oneself, legal repercussions of cyber-bullying and technical issues about traceability and logging of texts and emails.
- Tells its students not to respond to abusive emails, text messages or telephone calls and advises them to keep copies of any offensive material.
- Offers guidance on keeping names, addresses, passwords, mobile phone numbers and other personal details safe.
- States that the use of cameras on mobile phones is not allowed without the express permission of any and every person that might appear in the resulting 'picture/video'. They must not be used in any way that might humiliate, demean or offend anyone.
- Pupils and/or parents who do not wish their photograph to be published may opt out.
- Unofficial photographing or recording of pupils images is not permitted.
- Keeps up a dialogue with parents about emerging technologies their child might be using via letters and publications.

- Ensures parents know what steps to take if they suspect their child is being cyber-bullied or is bullying someone else.

Procedures for Dealing with Reported Bullying

If an incident of bullying is reported, the following procedures are adopted:

- The member of staff to whom it was reported or who first discovers the situation, will control the situation, reassure and support the pupils involved and reinforce that school take bullying very seriously.
- He/she will inform an appropriate member of the school leadership team as soon as possible.
- The alleged bully, together with all others who were involved, will be interviewed individually and records will be made of the account of events.
- A decision will be made about appropriate next steps in order to resolve the issue.

These may involve:

- Resolution meetings between pupils.
- Further investigations which lead to more serious sanctions.
- A discussion by the Safeguarding Team.

Once the next step is agreed support will be offered to all involved and a monitoring review strategy put in place.

- If it is decided that the next step would be disciplinary proceedings appropriate disciplinary sanctions will be applied with reference to the following documents – the Behaviour Policy, the Acceptable User Policy, the School Code of Conduct.
- Parents/guardians will be informed at an appropriate time and may be invited into school to discuss the matter. Their support should be sought.
- In very serious cases, and only after the Head has been involved, it may be necessary to make a report to the Police or to Social Services. However, it is the policy of Moorlands School to attempt to resolve such issues internally under the school's own disciplinary procedures, unless the matter is of such gravity that a criminal prosecution is likely.
- The school may exclude a pupil, either temporarily or permanently, in cases of severe and/or persistent bullying and in the event that the support put in place for the bully does not result in the modification of behaviour to an acceptable level.
- The school will keep records of bullying so that trends can be identified and action taken if necessary.

Complaints Procedure

Parents and pupils are encouraged to use our complaints procedure if they feel that their concerns about bullying (or anything else) are not being addressed properly.

Appendix A

Discrimination, Victimisation and Harassment.

Discrimination on grounds of race, sex, disability, religion or belief, or sexual orientation is illegal. However, for the school community, discrimination is also unacceptable on any of the other grounds referred to in this policy statement.

Failure to comply with the policy will be fully and promptly investigated using the appropriate procedures. There are four ways in which discrimination may occur:

1. **Direct discrimination:** This means treating someone less favourably than others would be treated in the same or similar circumstances on the grounds of race, sex etc.
2. **Indirect discrimination:** This means applying a requirement or condition which cannot be justified to all groups but which has a disproportionately adverse effect on one group because the proportion of that group which can comply is smaller than the proportion of the group(s) which can comply with it.
3. **Victimisation:** This occurs when a person is treated less favourably than other persons would be treated because that person has done a 'protected act' under the Equal Pay Act, Sex Discrimination Act, Race Relations Act or Employment Equality Regulations, for example, by bringing forward proceedings or giving evidence or information.
4. **Harassment:** Harassment can take many forms, from the most obvious abusive remarks to extremely subtle use of power. As with unfair or unlawful discrimination, harassment can be intentional or unintentional. However, the key issue is not simply the intention of the offender but the impact of the behaviour on the person receiving it. Whatever the form, the school will provide support for any member of the school community who feels threatened or isolated because of such actions.