



Chipping Campden School

Inspired to learn, empowered to excel

ANTI-BULLYING AND ANTI-HATE POLICY

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References: Keeping Children Safe in Education, September 2019

www.gov.uk: Bullying at School



Anti-Bullying and Anti-Hate Policy

1. Position and values

This policy will help staff to achieve the vision of the school, which is that the “staff and governors at Chipping Campden School will be inspired to learn and empowered to excel”. This will ensure that the school promotes an environment where every child can feel:

- safe
- healthy
- able to enjoy and achieve
- able to contribute to future economic well-being
- able to make a positive contribution.

To protect the rights of all children to have a safe and secure learning environment Chipping Campden School will continuously work towards preventing acts of bullying, hate, harassment, and other forms of aggression and violence as these behaviours are unacceptable and interfere with both our school’s ability to educate children and a child’s ability to learn. If such a case arises, the staff at Chipping Campden School will follow the anti-bullying guidelines laid out in this policy. This will enable staff to:

- Identify children displaying unacceptable behaviour and know how to support them in order that they develop the necessary skills to participate in the school community effectively and positively
- Keep all other children safe, happy and confident

2. Clarification of terms

Definition of bullying

There is no legal definition of bullying, however it is usually defined as behaviour that is: repeated, intended to hurt someone physically or emotionally often aimed at certain groups.

It takes many forms and can include physical assault, teasing, making threats, name calling and cyber-bullying.

Definition of cyber-bullying

Cyber-bullying is the use of technology such as mobile phones, email, chat rooms or social media sites such as Facebook, Instagram, Snapchat and Twitter to harass, threaten, embarrass, intimidate or target a child. Unlike physical bullying, cyber-bullying can often be difficult to track as the cyber-bully (the person responsible for the acts of cyber-bullying) can remain anonymous when threatening others online, encouraging them to behave more aggressively than they might face-to-face.

Definition of Hate Crime

Hate crime is defined as “any targeted victimisation of those who are considered different”. The recorded strands of hate crime are:

- Disability
- Gender
- Race
- Religion



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- Sexuality
- Age
- Alternative subcultures
- Homeless
- Sex workers

The goal of the Hate crime policy is to 'Make the invisible, visible'. This means identifying the potential for Hate crimes within school and promoting positive relationships linked to British Values of tolerance and personal liberty.

Types of bullying

- **Physical:** Deliberately hurting particular children on a regular basis
- **Verbal:** Deliberately hurting feelings through name-calling etc.
- **Ostracising:** Making someone feel left out and different by deliberately setting out to exclude them

Types of cyber-bullying

- **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, chat rooms, 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.
- **Sexting:** sharing sexually explicit images or text.

Passing on a sexualised image of any person under 18 is bullying. It is illegal in the UK to publish or download a sexual image of someone under 18 even when it is the child him/herself who created and posted the material online.

Actions NOT considered to be bullying

- Not liking someone
- Being excluded
- Accidentally bumping into someone
- Making other pupils play things a certain way
- A single act of telling a joke about someone
- Arguments
- Expression of unpleasant thoughts or feelings regarding others
- Isolated acts of harassment, aggressive behaviour, intimidation, or meanness

Reasons for bullying

Some reasons why children might bully someone include:



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- They think it's fun, or that it makes them popular
- They feel more powerful or important, or they want to get their own way all the time
- They feel insecure or lack confidence or are trying to fit in with a group
- They are fearful of other children's differences
- They are jealous of another child
- They are unhappy
- They are copying what they have seen others do before, or what has been done to them.

The effects of bullying

All forms of bullying cause psychological, emotional and physical stress. Each child's response to being bullied is unique, however some signs that may point to a bullying problem are:

- depression and anxiety
- increased feelings of sadness, helplessness, decreased self-esteem and loneliness
- loss of interest in activities they used to enjoy
- unexplainable injuries
- lost or destroyed clothing, books, electronics, or jewellery
- frequent headaches or stomach aches, feeling sick or faking illness
- changes in eating habits, like suddenly skipping meals or binge eating. Children may come home from school hungry because they did not eat lunch
- difficulty sleeping or frequent nightmares
- declining grades, loss of interest in schoolwork, or not wanting to go to school
- sudden loss of friends or avoidance of social situations
- self-destructive behaviours such as running away from home, harming themselves, or talking about suicide.

3. Roles and responsibilities

The Education Act 2002, Education and Inspections Act and Equalities Act 2006 all make reference to a school's legal responsibility to prevent and tackle bullying. By law, all state schools must have a behaviour policy in place and displayed on their website and must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school. Additionally, Chipping Campden School has developed this anti-bullying and anti-hate policy, a copy of which is available from the school office and on the school website for parents, staff and pupils to access when and as they wish.

Schools have the legal power to make sure pupils behave and do not bully outside of school premises, for example on public transport or in nearby public communal areas. If seen as appropriate the Principal or staff can choose to report bullying to the police or local council. During school hours, including while pupils are taking part in school visits or after school clubs the school has direct responsibility to ensure children feel safe and secure.

The role of governors

The governing body supports the Principal in all attempts to eliminate bullying from the school. The governing body will not condone any bullying at all, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.



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A parent/carer who is dissatisfied with the way the school has dealt with a bullying incident can make a complaint as set out in the school's Complaints Policy which can be accessed from the school's website.

The role of the Principal

It is the responsibility of the Principal to implement the school's anti-bullying strategy, to ensure that all stakeholders are aware of the school policy, and that they know how to identify and deal with incidents of bullying. The Principal will report to the governing body about the effectiveness of the anti-bullying policy on request.

The Principal will ensure that all members of staff receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Principal will set the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the Vice Principal (Pastoral)

Bullying that is so extreme that a pupil suffers, or is likely to suffer, significant harm is a Child Protection concern and will be handled as such by the Vice Principal with relevant external agencies, as required.

The role of the staff

Members of staff will do all that they can to eradicate bullying; they will ensure that they follow the school's anti-bullying and anti-hate policy.

All members of staff will routinely attend training that equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Staff will use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They will use drama, role-play, stories etc. within the curriculum, to help pupils understand the feelings of bullied children and to practise the restraint required to avoid lapsing into bullying behaviour. Ring fenced time will also be used to praise, reward and celebrate the successes of all children, and thus to help create a positive atmosphere.

Members of staff will keep a vigilant watch on suspected 'bullies'; any incidents will be handled carefully. It is important that the child responsible for initiating the bullying is dealt with appropriately. The person dealing with the incident will need to collect all the relevant information and then provide the Principal with a copy in order that he/she can decide on an action. All cases are individual and various strategies will be employed by the Principal to address the issue.

Teachers and support staff will do all they can to support a child who is being bullied. Any discipline must take account of special needs or disabilities that the pupils involved may have.

Bullying in the workplace

Incidents, where it has been deemed that a member of staff has been bullying a child, will be taken very seriously. The Principal, with the support of the governing body, will deal with this; formal



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action will be taken where necessary. Such action will also be taken if it is deemed that a member of staff is bullying other members of staff.

In the event of the Principal being involved in such incidents, reports will be given immediately to the chair of governors who will also take formal action where necessary.

Staff who might be concerned about potential repercussions of reporting bullying or hate instances among staff should take guidance from the school's Whistleblowing Policy, which is available online or through the HR Department.

Similarly, where it has been deemed that a member of staff has been bullied/intimidated by a child, the Principal, with the support of the Governing Body, will deal with the matter; formal action will be taken where necessary.

The role of parents/carers

Parents/carers, who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's tutor, in the first instance. If they are not satisfied with the action taken they should contact the Principal. Parents/carers have a responsibility to support the school's anti-bullying and anti-hate policy by actively encouraging their child to be a positive member of the school and this expectation of support is outlined in the Home/School Agreement. If bullying involves a crime, advice should be taken from the Police.

The role of pupils

Pupils are encouraged to tell somebody they trust if they are being bullied, and if the bullying continues they must keep on letting people know; the children are taught a number of strategies to help them with this.

Pupils are also encouraged to participate fully in activities that raise their awareness about bullying in order that they clearly understand what to do if they, or another child, are being bullied.

4. Cyber bullying

Chipping Campden School has a separate policy related to e-safety addressing the use of mobile technology, social media, appropriate online activity, security, access and monitoring procedures in place. The ICT code of conduct is displayed prominently in all ICT classrooms and is explained and discussed with pupils in assemblies, Life Learning and Computer Science classes.

5. Reporting, sanctions and monitoring

How to report bullying

1. The SHARP system can be used by students and parents to report bullying and any other welfare concerns.
2. An email can also be sent directly to the school office, for the attention of the relevant Form Tutor or Head of Year.
3. Alternatively, a phone call can be made to the school office requesting a return call from the Form Tutor or Head of Year.



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4. The Head of Year has overall day-to-day responsibility for dealing with reported incidents and will forward details to relevant members of pastoral staff and record on SIMS. Incidents, resolution and monitoring will be discussed at line manager meetings with Heads of Key Stage and the Vice Principal (Pastoral). The expertise of the Pastoral Managers may be called upon to undertake investigation and restorative work.
5. Alternatively, any member of staff can be approached to report incidents of bullying, and they in turn will report to the Form Tutor/Head of Year.

Procedures

The following steps must be taken when dealing with incidents of bullying:

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached, or who suspects/observed the bullying.
2. The Form Tutor and Head of Year must be informed immediately
3. A clear account of the incident needs to be recorded in writing either by the victim or the member of staff recording the victim's verbal statement
4. The Head of Year will arrange for interviews for all concerned and will record the incident on SIMS.
5. Parents will be kept informed.
6. Subject teachers will be kept informed and asked to monitor the situation
7. A range of sanctions will be used, as appropriate, and in consultation with all parties concerned. These sanctions could include: verbal or written warnings, restrictions of break and lunchtime activities, internal day/days fixed term and in the event of persistent bullying, fixed term or permanent exclusion. Where appropriate the Vice Principal (Pastoral) may inform the police.
8. Incident logs and interventions recorded on SIMS will be reviewed in Safeguarding briefings and Head of Year meetings regularly and at least termly in order to continually improve practice.

This school has set procedures to follow in implementing sanctions where a bullying incident has occurred, as described above sanctions are applied in appropriate proportion to the event. In the event of all other avenues being exhausted, or in particularly serious cases that lead to exclusion, governors will examine the evidence that a wide range of strategies had been tried and failed to affect a positive change in the bullying behaviour.

Monitoring, evaluation and review

1. Governors, the Principal and relevant staff will review this policy biannually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.
2. The House council will review the effectiveness of the policy biannually and their views given to the Heads of House.
3. A pupil questionnaire will be given to a representative cross section of students every year. The resulting data will be considered in the biannual policy review
4. A record of all such incidents will be kept centrally on SIMS
5. Bullying data will be analysed to reflect and re-design further strategies to improve procedures and outcomes reported to governors via the Principal's Report



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6. Strategies to reduce bullying

Chipping Campden School has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour, including:

- the consistent promotion of the school rules which requires all pupils to be Committed, Considerate and Safe. (CCS)
- the reinforcement of the clear message that violence and hatred has no place at Chipping Campden School
- consultation with the 'Student Voice' on appropriate action
- taking part in initiatives such as Anti-Bullying Week
- training for all members of staff on anti-bullying policy and strategy
- the supervision by school staff at lunch times and breaks
- a mentoring scheme across Key Stages
- providing information to all parents on the symptoms of bullying and the steps to take if they suspect their child is being bullied
- a clear policy of mobile phones not permitted to be in use during school hours
- the celebration of all student's backgrounds and cultures through assemblies
- Vice Principal training as a CEOPs ambassador, enabling staff and students' awareness training across the school
- during assemblies and Life Learning sessions to discuss and explore bullying issues with the pupils
- raising awareness of cyber bullying and teaching children to safely use technology (including mobile phones, email, internet, iPads)
- all websites accessed in school are screened. This software screens the language used in all documents, emails and websites. Rude or offensive emails, websites, documents are sent to the Vice Principal. Action will be taken and recorded
- effective recording systems with centralised recording on Sims
- work with multi-agency teams including police and children's services as appropriate
- contact the parents of both the child being bullied and the bully
- challenge sexual content within verbal abuse especially challenging the word 'gay', 'trans' and other homophobic language.

1. Useful websites

www.bullying.co.uk

www.anti-bullyingalliance.org.uk

www.childline.org.uk

www.kidscape.org.uk

www.each.education

www.youngminds.org.uk

www.youngstonewall.org.uk

www.nspcc.org.uk

www.stoptextbully.com

www.beyondbullying.com



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www.childnet-int.org

www.cyberbullying.org

www.chatdanger.com

www.thinkuknow.co.uk

www.gov.uk – Disrespect No Body campaign

www.restorativejustice.org.uk

www.victimsupport.org.uk

www.changingfaces.org.uk