

THE CHARTER EAST DULWICH

ANTI-BULLYING POLICY

2020-21

OUR MISSION

The Charter School East Dulwich (TCSED) is founded on the conviction that all children deserve the opportunity to succeed, whatever their start in life or personal circumstances. We will teach our students to be curious, creative, confident, courageous and caring. They will be happy in themselves, excited about their future and ambitious for success. They will leave us fully able to participate in our democratic society and prepared to meet the challenges and to harvest the opportunities of life in the 21st century.

Version	Date	Nature of change	Reason	Author(s)	Ratification at LGB date
1.0	26/04/16	First draft		R Hardy	
2.0	01/01/18	Updated		R Hardy	
3.0	01/06/19	Updated	Annual update	R Hardy	
4.0	01.09.20	Updated	Annual	R Hardy	

TCSED ANTI-BULLYING POLICY 2020-21

PRINCIPLES:

TCSED believes that each member of our school is entitled to receive their education free from humiliation, intimidation, oppression and abuse. All students, and staff, have the right to be treated equally- race, gender, sexuality, religion, physical looks, interests should not matter. All staff have a responsibility to ensure that learning takes place in an atmosphere which is caring and protective.

AIMS:

The aims of this policy are:

- To enable students to feel safe and supported as learners and members of our school community
- To ensure all community members know and understand the rules; to keep everyone safe
- To encourage and develop further a caring and respectful learning and working environment for all members of our school community

DEFINITION:

What Constitutes Bullying?

Kidscape defines 'Bullying' as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

The behaviour is repeated, or has the potential to be repeated, over time. Both those who are bullied and those who bully others may have serious, lasting problems.

Bullying can occur in many forms, including:

- Physical: pushing, kicking, hitting, punching, any form of violence, threats or theft.
- Verbal: name-calling, sarcasm, spreading rumours, persistent teasing, racist/sexist/homophobic/ageist abuse
- Emotional: spreading rumours, tormenting, threatening ridicule, humiliation, and exclusion from groups or activities.
- Extortion: money, gifts, doing homework.
- Sexual: unwanted physical contact, abusive comments.
- 'Cyber'-bullying: deliberate misuse of text, mobile phones, email, internet, social networking sites

Symptoms of Bullying

Signs of bullying might include:

- unwillingness to come to school
- withdrawn, isolated behaviour

- complaining about missing possessions
- refusal to talk about any problem
- easily distressed
- damaged or incomplete work

Support strategies we use with students include:

- having an inclusive and respectful school ethos
- increasing the friendship circle for victims
- mediation by students and adults
- counselling
- assertiveness training
- active listening including telephone helplines (ChildLine and Samaritans)

Actions to combat bullying at TCSED

In order to achieve the entitlement to a caring and safe environment, TCSED:

- accepts that bullying is likely in schools
- has clear whole-school strategies to combat bullying when it does occur
- encourages a “Pass-It-On” culture, of trust and support to encourage students to disclose incidents to staff
- ensures that there is a procedure to follow when incidents of bullying occur and that it is made clear to all staff and students
- follows-up every incident of alleged bullying to ensure that the victim is given as much support as possible in order to prevent a recurrence of the behaviour
- involves parents/carers early on, and informs parents of victims and bullies of the action being taken, including exclusion, and what they can do to reinforce and support that action
- formally logs and monitor reported instances of bullying, along with details of actions taken to investigate and resolve the situation
- formally report all instances of bullying to the Local Authority
- ensures that all students have an assigned person (ie, form tutor/year leader/Counsellor/TA/Learning Mentor/etc) to whom they can talk in confidence. students must have confidence that action will be taken, and that the incident will be handled in a sensitive manner
- ensures that all areas of school are patrolled at break and lunchtime and at the beginning and end of the school day
- has clear procedures for dealing effectively with specific complaints from parents

- encourages all support staff to be aware of the problem of bullying and to pass on any worries they may have about individual young people
- provides a tutorial, PSHE and Drama programme that contains specific sections on bullying
- ensures the curriculum is used as a positive means for combating bullying
- ensures that all students, parents and adults in our school know that bullying is completely unacceptable and if they help to stop it they will be supported
- offers parents clear advice on how to look out for signs of distress and whom to contact if their child is being bullied.

Specific strategies and programmes to combat bullying and unkind behaviour at TCSED are:

- Concerns box/es placed in key areas for anonymous concerns to be raised
- Staff 'Champions' across the school to be named as 'go to' people if they are worried about themselves or another person
- SOS Button on Student Portal for self reporting
- Use of the Student Mediation Team -ensuring students know how to refer themselves
- Student Council conduct assemblies on Online Safety and ways of managing online 'banter', unkindness or abuse
- **Anti Bullying workshops** and a focus on our value of Care, during Autumn Term 1.
- **Anti-Bullying Week 11th - 15th November:** PSHE and tutor activities; Friday 15th November - wear something blue day to stamp out unkindness

Reporting bullying:

The following steps should be followed in recording incidents of bullying and also as a means of conveying to everyone how seriously our school regards bullying behavior:

- The bullied student should record the events in writing with dates
- The bully should also record the events in writing
- The teacher and/or Year Leader, senior teacher, should record their discussions with both parties using the school recording forms
- The allegations are fully investigated by the Inclusion Team and/or Year Leader
- The Headteacher will decide whether the bully should be excluded from school
- The parents/carers of the students should be sent copies of the reports and these should be placed in the files of all students involved for a specified period of time
- The parents/carers of the students should be asked to respond in writing

Teachers

- watch for early signs of distress in students, eg. deterioration of work, poor attendance, sudden illnesses, isolation, need to stay close to adults. These concerns should be passed on to the relevant head of house/form tutor/class teacher
- the class teacher/Year Leader/form tutor should listen carefully and record all incidents
- respond to the victim, offer help and put school's procedures into operation
- make it clear to both the bully and his/her parents that this kind of behaviour is not acceptable
- use all students as a positive resource in the stopping of bullying. Peer groups will often be willing to help and support victims once recognised by a teacher. They can also help shy students or newcomers feel welcome and accepted. Sexual and racial harassment also need to be discussed and dealt with.
- inform the Deputy Headteacher of any and all incidences of bullying by email or in person.

Students are encouraged:

- to report to an adult when someone is being bullied or in distress, by speaking to their tutor, the Deputy Head Teacher or any other staff member at TCSED.
- Use the student SOS button, if they are unable to verbalise their concern
- inform an adult immediately if they do not wish to become involved himself or herself,
- reject bullies in their social group. (Young people will stop bullying if they are socially excluded.)

Parents and carers are encouraged to:

- raise any change in behaviour of their young people with the school via their child's tutor or Year Leader
- treat any suggestion by their young people that they may be being bullied seriously
- encourage their son or daughter to talk to a supportive adult they know if they cannot talk to their parents or carers

Important information about bullying:

- The nature of bullying changes, as students grow older and can become subtler.
- Most bullying is not physical, or direct. Young people identify emotional and social forms of bullying as most hurtful.
- Bullying exists in all ages, social, ethnic and gender groups and in both urban and rural settings.
- Most bullying is between young people of the same ages.

- Those who witness bullying are as deeply affected as those who are directly bullied.
- Young people do follow examples. If home life does not offer a secure and safe environment and they frequently see aggressive behaviour between adults and towards themselves they will tend to adopt aggressive behaviour patterns themselves. We work to offer alternate methods of conflict resolution, particularly for young people with known difficult family circumstances of aggressive behaviours

Other Relevant Policies and Procedures include:

- Equalities and Diversities policy
- Positive discipline policy
- Sex and relationship education policy
- Mental Health and Wellbeing policy
- Attendance policy
- Safeguarding Policy

External sources of help and guidance

There are a number of charities listed below that give support to schools on bullying and managing difficult behaviour. These charities are linked to some of the successful strategies just mentioned.

Kidscape

152 Buckingham Palace Road, London SW1W 9TR This charitable organisation provides free literature for parents, victims and schools.

Advisory Centre for Education (ACE)

1B Aberdeen Studios, 22 Highbury Grove, London N5 2EA ACE is a registered charity independent of central or local government and gives free advice and support to parents of young people in State schools.

Get Connected

Telephone 0808 808 4994 A free confidential helpline for young people that will help them get in touch with the right people to help them.

The Samaritans

Telephone 020 7734 2800 or 0345909090 The helpline is freely available to all age groups

The Young People and Violence project

Telephone 020 7843 6309

National Young people's Bureau

8 Wakely Street, London. EC1V 7QE

ChildLine

Studd Street, London N1 0QW.