

THE Boswells SCHOOL

A member of the Chelmsford Learning Partnership

ANTI-BULLYING POLICY

At The Boswells school we are a caring, non-violent community and we believe that everyone has the right to be safe and enjoy their learning free from intimidation and fear.

Responsible	Local Governing Body
Lead Staff Member	Deputy Headteacher (Behaviour Welfare and Safety)
Approved by	Local Governing Body
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Why is it important to deal with bullying?

Bullying can cause significant harm to students who are bullied and, in some severe cases, has led to suicide. The Steer Committee (2005) identifies bullying as a form of misbehaviour that has a significant impact on the learning of those being bullied. Being bullied can also lead to students truanting, academic underperformance, loss of self-esteem, and depression.

At the Boswells school we are a caring, non-violent community and we believe that everyone has the right to be safe and enjoy their learning free from intimidation and fear. The Boswells School will not tolerate any form of bullying and we are working to ensure that students at The Boswells School will grow and flourish in an environment that encourages respect for all members of our community - students, staff and parents.

MISSION STATEMENT

The Boswells School aims to provide an education for the twenty-first century, to ensure that every child has access to a range of opportunities, which meets their learning needs. We aim to equip our students to realise their potential by becoming creative thinkers and independent learners able to express themselves with confidence and embrace lifelong learning. We aim for every student to leave school having identified a talent, a skill or an intelligence through which they can become whatever they choose to be.

What is bullying?

Bullying takes many forms, but at its core it is the repeated and systematic targeting of a student that results in distress or harm. Bullying may take the following forms;

- Physical assault
- Verbal abuse or taunting
- Spreading offensive rumours
- Racist, sexist, religious or homophobic abuse
- Hiding, stealing or destroying personal property
- Extortion
- Threatening behaviour or intimidation
- Undue pressure to engage in deviant behaviour (truancy etc...)
- Excluding someone from a group or encouraging others to do so
- Threatening behaviour through any type of social media for example; e-mails, twitter, Instagram or any other form of cyber bullying, using social media sites.
- Prejudice based abuse (Appendix 4)

Cyberbullying is the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else. Like any other form of bullying it can cause great distress to those involved and will not be tolerated at the school. Cyberbullying is a method of bullying. It can be used to carry out all the different types of bullying (such as racist bullying, homophobic bullying, or bullying related to SEN and disabilities), but instead of the perpetrator carrying out the bullying in person, they use technology as a means of conducting the bullying. Cyberbullying can include a wide range of unacceptable behaviours, including harassment, threats and insults, and like face-to-face bullying, cyberbullying is designed to cause distress and harm. However,

cyberbullying does differ in several significant ways to other kinds of bullying, e.g. the invasion of home/personal space and the difficulty in controlling electronically circulated messages.

The Students Charter on bullying – Role of students

The Student Charter (Appendix 1) sets out how students at The Boswells school expect to behave to each other and every student in the school has signed up to the charter. The school has also endorsed the DfE 'Anti-Bullying Charter' and has signed up to this initiative. The school believes that, by encouraging students to take responsibility for their actions and by developing an ethos of support, it will be able to deal effectively with the issues.

Role of the School

The school has

- Developed an ethos within the school that makes it clear that bullying is unacceptable and will be confronted and dealt with;
- Developed clear procedures for the prevention, detection and dealing with bullying incidents.
- Delivered training to staff on what constitutes bullying and educate staff about the use of language in relation to perceived bullying
- Designated members of staff from the Pastoral team to oversee the 'Anti Bullying Charter' and supervise the student 'Anti Bullying Ambassadors'
- A record of all homophobic and racist incidents

The school will always, when made aware of incidents of bullying

- Conduct an investigation in line with the school's procedures for dealing with reported incidents which includes collecting statements (including from independent witnesses), and viewing film or phone evidence.
- Confront those who bully, educate them about why their conduct is unacceptable and make them responsible for their actions;
- Take any necessary action, in line with the school's Behaviour Policy, against those who bully;
- Continue to foster an atmosphere of tolerance, support and understanding for all students;
- Support those students that suffer bullying;
- Train staff appropriately.

Role of Parents/Carers

If your child discloses to you that they, or one of their friends, are being bullied it is important to remain calm and support your child at this very difficult time. You may be very upset by what is or has happened to your child, but your support is vital:

DO

- Reassure your child that they have done nothing wrong;
- Get them to write down what has happened, keeping a record of any abusive text messages, notes or e-mails. This will give a record of what has been happening and will make it easier to deal with the incident;

- Report the matter to the school: The school may not be aware of the issues and if the matter is to be dealt with the school must be informed.

DO NOT

- Ignore what your child is saying
- Tell your child to forget about what is happening.
- Try to resolve the matter yourself by confronting the bully; this invariably makes the situation worse and could lead to further problems.
- Contact a child directly either in person or through electronic correspondence.

Please remember that the school will support your child and deal with any instances of bullying.

Please contact your child's form tutor, Pastoral Manager, Head of Year or any member of the School Leadership Team. Appendix 2 and 3 provide more detail in how we track and deal with bullying issues as a school.

The Boswells School

Student Charter on Bullying

'As students of The Boswells School we believe that all students have the right to enjoy school and be safe and happy when they come to school. We also have the right to be treated with respect by others and be allowed to learn in a safe and productive environment. We will not accept any form of bullying as it is unacceptable. We all however, have a responsibility to ensure that we behave in a manner towards each other that allows us to enjoy school.

We will not accept

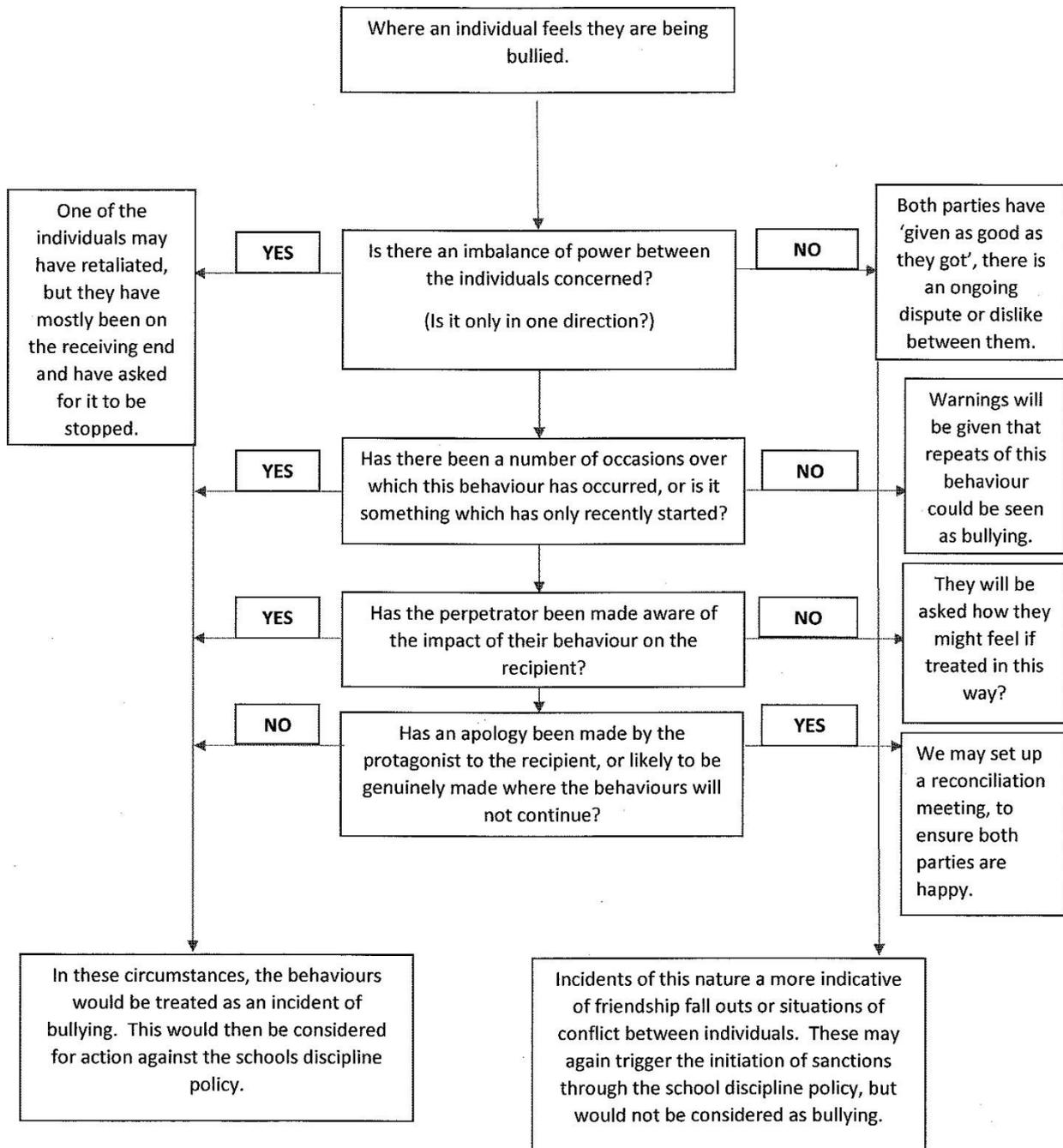
- Being called unpleasant or hurtful names
- Being intimidated by other students
- Having rumours spread about us
- Being physically attacked
- Having our possessions stolen or damaged
- Being ignored by others deliberately to make us feel uncomfortable
- Being singled out because of our race, religion, sexuality, disability or physical appearance
- Threatening phone calls, text messages, e-mails or Instant Messenger or the negative use of social media sites - like Twitter, Facebook, Instagram

People who act towards others in such a way are involved in bullying. We all have a responsibility to ensure that every student feels part of our community and to behave in a way that makes this happen. IF WE KNOW THAT PEOPLE ARE BEING BULLIED IT IS OUR RESPONSIBILITY TO REPORT IT TO A MEMBER OF STAFF TO ENSURE THAT IT STOPS.'

**We also accept that if we bully another student,
We will be held accountable for our actions.**

Is it Bullying?

“A difficult and damaging relationship with another student.”



How we deal with Bullying at The Boswells School:

At The Boswells School we believe that all students have the right to feel safe and looked after which is why all types of bullying behaviour are treated seriously.

Incidents of bullying are when there are the following factors exist:

- There is an imbalance of power between the individuals concerned, this may be due to age, social status or the presence and involvement of others.
- Negative and damaging behaviour has been repeated over time and is in one direction and, in particular, where the recipient has avoided any form of retaliation towards the perpetrator.
- There has been a request for the behaviour to stop, which means the perpetrator is aware that their behaviours are causing harm in some way.

Where these factors are not present, it is generally that a conflict situation exists between the individuals concerned or that there has been a friendship fall out.

We have a strong ethos against bullying behaviour with regular anti-bullying and British Values assemblies being delivered to all year groups and this is supported by our work through our Personal Development sessions and through literature displayed around the school. It is also a strong feature of our weekly Personal Development Bulletin.

There are a large number of upper school students who are a part of the Anti-Bullying Ambassador team and they work closely with the Pastoral team to help support younger students. Their identities and areas of interest are displayed in school which allows students in need of support to easily identify them around the site. Our ambassadors regularly meet up with younger students who have been involved in, or who have experienced incidents of, bullying. All our ambassadors have received training from the Princess Diana Trust scheme on anti-bullying.

Parents can access policies on the school website under 'Information' and then 'Policies and Guidelines'. There are also support documents available on online safety by following the 'Curriculum' link and then going to 'Online safety guidance'.

The Form Tutors and subject teachers are the first point of contact for students. Out of lessons at break and lunchtime students may go to the Pastoral offices and support will be given by the Pastoral team and Heads of Year. At any time, students may approach a member of the staff who will pass it on for the appropriate adult to deal with.

Prejudice based abuse

Prejudice based abuse or hate crime is any criminal offence which is perceived by the victim or any other person to be motivated by a hostility or prejudice based on a person's real or perceived:

- Disability
- Race
- Religion
- Gender identity
- Sexual orientation

Although this sort of crime is collectively known as 'Hate Crime' the offender doesn't have to go as far as being motivated by 'hate', they only have to exhibit 'hostility'.

This can be evidenced by:

- threatened or actual physical assault
- derogatory name calling, insults, for example racist jokes or homophobic language
- hate graffiti (e.g. on school furniture, walls or books)
- provocative behaviour e.g. wearing of badges or symbols belonging to known right wing, or extremist organisations
- distributing literature that may be offensive in relation to a protected characteristic
- verbal abuse
- inciting hatred or bullying against pupils who share a protected characteristic
- prejudiced or hostile comments in the course of discussions within lessons
- teasing in relation to any protected characteristic e.g. sexuality, language, religion or cultural background
- refusal to co-operate with others because of their protected characteristic, whether real or perceived
- expressions of prejudice calculated to offend or influence the behaviour of others
- attempts to recruit other pupils to organisations and groups that sanction violence, terrorism or hatred.

As a school we will respond by:

- Clearly identifying prejudice based incidents and hate crimes and monitor the frequency and nature of them within the school
- Taking preventative action to reduce the likelihood of such incidents occurring
- Recognising the wider implications of such incidents for the school and local community
- Providing regular reports of these incidents to the Governing Body
- Ensuring that staff are familiar with formal procedures for recording and dealing with prejudice based incidents and hate crimes
- Dealing with perpetrators of prejudice based abuse effectively
- Supporting victims of prejudice based incidents and hate crimes
- Ensuring that staff are familiar with a range of restorative practices to address bullying and prevent it happening again