



PEMBROKE HOUSE



ANTI BULLYING POLICY

(Including Anti-Cyber Bullying)

A whole-school policy including the EYFS



Anti-Bullying Policy

Bullying is behaviour, usually repeated over time, that hurts another individual or group physically or emotionally. A person or a group can bully others. There is often a deliberate intention to hurt or humiliate, there is a power imbalance that makes it hard for the victim to defend themselves, and it is usually persistent.

Occasionally, an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfills all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, cyber, racist, religious, or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

We have shared responsibility and accountability for all pupils at all times. Regular affirmation of our fundamental tenets is given through chapel, form time, tutor sessions, house meetings. Our way of life and conduct is important, as well as the unspoken messages we constantly give out. That which matters to us – decency, consideration for others and empathy – needs to be fostered and thereby provide a climate in which bullying will not thrive.

Bullying can include: name calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate touching; producing offensive graffiti; spreading hurtful and untruthful rumours or always leaving someone out of groups. It is also bullying when a pupil is pressured to act against their will by others.

Increasingly, bullying is happening through new technology. This can involve sending inappropriate or hurtful text messages, emails, instant messages or posting malicious material online. 'Cyberbullying' might take the form of 'real world' bullying being played out online.

Racist and religious bullying can be defined as 'a range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin or national status'. No pupil should be made to feel inferior because of their background, culture or religion. It is vital that all pupils are valued and learn to respect others.

Sexual bullying includes any behaviour, whether physical or non physical, where sexuality is used as a weapon by either gender. Sexist bullying refers to bullying simply because the victim is a girl or a boy, based on singling out something specifically gender linked.

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Homophobic bullying targets someone because of their sexual orientation (or perceived sexual orientation). It can be particularly difficult for a young person to report, and is often directed at them at a very sensitive phase of their lives when identity is being developed. What might be interpreted as banter can be deemed harassment if it is at the expense of someone's dignity and meant offensively.

Disablist bullying, involving pupils with disabilities, employs many of the same forms as other types of bullying, with name calling and pushing and shoving being common.

The seriousness of bullying can never be underestimated as it can have an extremely damaging effect with psychological repercussions, depression, suicidal thoughts and self harm as possible outcomes.

At Pembroke House we aim to foster a secure environment in which pupils are able to develop and learn freely and without duress. The following statements seek to establish the school's commitment to prevent bullying taking place and to offer positive action when bullying is reported.

1. At all levels it will be made clear that bullying is unacceptable.
2. Tutors, form teachers and PSHEE teachers emphasise the school's policy on behaviour regularly and allow time for discussion of behaviour as the need arises. Pupils will be positively encouraged to talk about any experiences or issues that are troubling them and to use the Problem Box.
3. Whilst bullying can occur anywhere and at any time, the school identifies 'at risk' areas and times and provides adequate supervision e.g. free time, ICT, dorms.
4. It is accepted that bullying can occur in many forms: intimidation, physical abuse, name calling, negative discrimination, graffiti, acute unkindness, etc.
5. Staff and other adults working with pupils must be vigilant in order to notice signs of bullying. Recognition, identification and reporting of any form of bullying is the duty of everyone, with vigilance being the key.
6. It is school policy that there are discussions relating to pupils' academic and pastoral welfare at all Staff Meetings (which are held twice weekly). Furthermore, staff regularly talk about pupil issues during the daily Staff Shout.

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7. All reported incidents of bullying are followed up and appropriate action taken and monitored. The nature of the action will vary depending on what has taken place and what is considered appropriate in terms of support and punishment.

All communication with parents should be discussed and channelled through the Head.

Staff Guidelines

- 1) Do be vigilant in the classroom and on duty in the dining room and around the buildings. When on duty, be aware of areas where problems can arise such as the washrooms, dorms, the forestry, playground areas and behind school buildings.
- 2) Do confront pupils about unkind or anti-social behaviour and when such incidents occur inform the relevant tutors, Head, Head of Pastoral Care and (when necessary) the Designated Safeguarding Leader.
- 3) If you suspect that an individual or a group are being bullied but you are unsure you should pass on the information to the tutor, Head Of Pastoral Care, Head and (when necessary) the Designated Safeguarding Leader.
- 4) If you receive information from pupils or colleagues about possible bullying you should respond by talking to the individuals involved, recording the information, then passing it on to the tutor or Head of Pastoral Care if it seems inappropriate for you to pursue the matter yourself.
- 5) Tutors have a very important role to play and if the bullying persists they will inform all staff who are concerned with teaching both the victim and the bully.
- 6) Parents must be kept informed of any incidents relating to bullying via the Head of Pastoral Care, Head and (when necessary) the Designated Safeguarding Leader.
- 7) Non-teaching staff have less chance of knowing pupils by name, but nevertheless they should report any incidents they observe either to the member of staff on duty at that time, or to any available teacher and ask them to pass on the information.
- 8) It is hoped that staff vigilance and good home/school links resulting in prompt action will reduce the number of incidents of bullying.

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- 9) Report to the Designated Safeguarding Lead, Head Of Pastoral Care or Head any changes in behaviour, becoming shy and nervous, feigning illness with regular visits to Sister or frequent absences due to 'tummy aches', becoming clingy and tearful or not wanting to come to school. These are all indicators that could signify all is not well at school.
- 10) House staff should be particularly vigilant at listening to older pupils and dormitory prefects, holding dormitory prefects meetings, and supervising children at shower times and bedtimes.

How can we help our pupils?

Pupils who have been bullied will be supported by:

Offering them the immediate opportunity to discuss the experience with a form teacher or member of staff of their choice

Reassuring the pupil

Offering continuous support

Restoring self esteem and confidence

Referring them for counselling sessions with parental consent.

Pupils who have bullied will be helped by:

Discussing what happened

Discovering why the pupil became involved

Establishing the wrongdoing and need to change

Informing parents or guardians to help change the attitude of the pupil

Referring for counselling sessions with parental consent.

The following disciplinary steps may be taken:

Official warnings to cease offending

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Zoning in certain areas so the offender is not in contact with the victim

Exclusion from certain activities

Detention

Fixed-term exclusion

Other punishment in line with the school's Discipline Policy

How can we aim to eradicate bullying?

All members of our community need to recognise that bullying is totally unacceptable and that we operate a zero tolerance approach to bullying.

There are many opportunities in the daily life of the school for issues relating to bullying to be addressed. PSHEE lessons offer a positive opportunity to talk about this issue and the impact of such lessons cannot be underestimated. Role play and drama allow pupils to consider and reflect upon their actions in a secure, non-threatening way. Tutor periods and whole school assemblies offer a useful forum for general debate and the highlighting of bullying and how to deal with it.

When staff receive regular Child Protection and Safeguarding Training, bullying matters are included within this. In addition, relevant outside agencies may be brought into school to offer training (an example being the Childnet workshop on "Cyber Bullying" which was presented to staff and parents).

All pupils need to be reminded regularly of the need to share their worries with either their friends or adults. Tutors and teachers, Houseparents and the Head are always available to the pupils. They are also encouraged to share any concerns with their families.

This Anti-Bullying Policy is intrinsically linked with the Behaviour and Discipline Policy in striving to achieve a positive working environment where all members of the community show respect, tolerance and kindness for one another.

The use of the school counsellor to give the children the necessary tools to manage their behaviour is another way the school has chosen to be proactive in eradicating bullying.

ANTI-CYBER BULLYING POLICY FOR PEMBROKE HOUSE

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Pembroke House aims to ensure that children are safe and feel safe from bullying, harassment and discrimination. This school is committed to teaching children the knowledge and skills to be able to use ICT effectively, safely and responsibly.

WHAT IS CYBER-BULLYING?

There are many types of cyber-bullying. The more common types are:

1. Text messages – can be threatening or cause discomfort. Also included here is 'Bluejacking' (the sending of anonymous text messages over short distances using Bluetooth wireless technology)
2. Picture/video-clips via mobile phone cameras – images sent to others to make the victim feel threatened or embarrassed.
3. Mobile phone calls – silent calls, abusive messages or stealing the victim's phone and using it to harass others, to make them believe the victim is responsible.
4. Emails – threatening or bullying emails, often sent using a pseudonym or somebody else's name.
5. Chat room bullying – menacing or upsetting responses to children or young people when they are in a web-based chat room.
6. Instant messaging (IM) – unpleasant messages sent while children conduct real-time conversations online using IM or similar tools.
7. Bullying via websites – use of defamatory blogs (weblogs), personal websites and online personal 'own web space' sites such as Youtube, Facebook, Ask.fm, Bebo (which works by signing on in one's school, therefore making it easy to find a victim) and Myspace – although there are others.

Aims of Policy:

- To ensure that pupils, staff and parents understand what cyberbullying is and how it can be combated
- To ensure that practices and procedures are agreed to prevent incidents of cyberbullying
- To ensure that reported incidents of cyberbullying are dealt with effectively and quickly.

Understanding Cyber Bullying:

- Cyberbullying is the use of ICT (usually a mobile phone and or the internet) to abuse another person
- It can take place anywhere and involve many people
- Anybody can be targeted including pupils and school staff
- It can include threats, intimidation, harassment, cyberstalking, vilification, defamation, exclusion, peer rejection, impersonation, unauthorised publication of private information or images etc.

Procedures to prevent Cyber Bullying:

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- Staff, pupils, parents and school council members to be made aware of issues surrounding cyber bullying.
- Pupils and parents will be urged to report all incidents of cyberbullying to the school.
- Staff CPD (Continuous Professional Development) will assist in learning about current technologies.
- Pupils will learn about cyber bullying through Personal, Social, Health and Economic Education (PSHEE), assemblies and other curriculum projects.
- Pupils will sign an Acceptable Use of ICT (Information and Communication Technology) contract.
- Pupils, parents and staff will be involved in reviewing and revising this policy and school procedure.
- All reports of cyber bullying will be investigated, noted and monitored regularly.
- The school will engage in an Internet Safety programme which forms part of the ICT curriculum.
- Procedures in our school Anti-bullying and Child Protection and Safeguarding Policies shall apply.
- This policy will be reviewed regularly.

Information for Pupils

If you are being bullied by phone or the Internet:

- Remember, bullying is never your fault. It can be stopped and it can usually be traced.
- Don't ignore the bullying. Tell someone you trust, such as a teacher or parent or call an advice line.
- Try to keep calm. If you are frightened, try to show it as little as possible. Don't get angry, it will only make the person bullying you more likely to continue.
- Don't give your personal details online - if you're in a chat room, watch what you say about where you live, the school you go to, your email address etc. All these things can help someone who wants to harm you to build up a picture about you.
- Keep and save any bullying emails, text messages or images. Then you can show them to a parent or teacher as evidence.
- If you can, make a note of the time and date bullying messages or images were sent, and note any details about the sender.
- There's plenty of online advice on how to react to cyberbullying. For example:

1. www.antibullying.net
2. www.bbc.co.uk/schools/bullying
3. www.kidpower.org
4. www.chatdanger.com
5. www.kidsmart.org.uk/beingsmart
6. www.childnet.int.org

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