

ANTI-BULLYING & INTOLERANCE POLICY

Aims and Objectives:

This policy contains the procedures to follow, who to tell and how to record bullying to enable patterns to be established. Staff awareness is raised through training and taking action to reduce the risk of bullying at times and in places where it is most likely.

Channing's tradition as a small and essentially personal school makes us especially concerned to create a community founded upon principles of tolerance and mutual respect as outlined in the Junior School's *Golden Rules* and *The Channing Promise* agreed by staff and girls. We are committed to providing a caring, friendly and safe environment for all of our girls so they can learn in a relaxed and secure atmosphere. All staff at Channing are aware that bullying can cause psychological damage and are aware that when a child is suffering or likely to suffer significant harm, then the Child Protection procedures need to be followed.

Definitions:

Bullying and intimidation are the use of aggression with the intention of hurting another person. They may be said to include all acts or words that show deliberately cruel behaviour towards others. Bullying can be repeated over time and intentionally hurts another pupil or group of pupils physically and emotionally. Particular attention should be paid to vulnerable pupils, especially those who have Special Educational Needs or Disabilities.

Aspects of bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books)
Physical	pushing, kicking, hitting, punching or any use of violence
Verbal	name calling, sarcasm, spreading rumours, teasing, banter
Racist	racial taunts, graffiti, gestures
Sexual/sexist	unwanted physical contact or sexually abusive comments, graffiti, sexting
Homophobic	because of, or focussing on the issue of sexuality
Transphobic	<i>Ibid.</i>
Background	related to social class or family context e.g. adopted child
Religious	related to religion
Cultural	related to culture
SEN	related to Special Educational Needs
Disability	related to disabilities
Cyber	All areas of internet, such as email and internet chat room misuse (sexting), websites, mobile threats by text messaging and nuisance calls, misuse of associated technology, <i>i.e.</i> camera and phone facilities.

Bullying of any kind is unacceptable at Channing. We have regard for the Department for Education advice: *Preventing and Tackling Bullying 2017* and *Cyberbullying: advice for Headteachers and school staff 2014*. It is the responsibility of all members of the school community to be alert to the signs of bullying, to express their disapproval of bullying and to report it to staff or parents whenever it is encountered.

As a school, we take bullying seriously and are aware of the harm and potential harm that can ensue from bullying. There are criminal laws which apply to harassment and bullying behaviour and some bullying could constitute a safeguarding or child protection offence. A bullying incident will be treated as a child protection concern when there is reasonable cause to suspect that a child is suffering or likely to significant harm. Girls and parents should be assured that they will be supported immediately when bullying is reported. Victims,

onlookers and parents are encouraged to talk to staff in complete confidence and to do so at the earliest opportunity. A victim will never be identified to other girls, either explicitly or implicitly, without her permission. Accurate written records of all incidents of bullying are logged and monitored by the school.

Serious bullying may be regarded as peer on peer abuse and may also include sexual violence, sexual harassment, physical abuse, initiating or hazing (initiation ceremonies) type violence.

Sexual violence, sexual harassment between children

Staff should be aware of the importance of making clear, that sexual violence and harassment is not acceptable and will not be tolerated. They should not be dismissive of allegations of sexual violence or harassment and they should challenge potential criminal behaviours e.g. touching or grabbing. It is important that staff are aware that sexual violence and harassment does happen and that children can abuse their peers in this way.

The PSHE programme in the school encourages girls to face their responsibilities in this matter using units of lessons on good relationships. The concept of bullying is introduced into form discussion, assemblies, projects, drama, stories, literature, historical events, current affairs and into lessons where appropriate.

It is hoped, that, with the support of members of staff, particularly Form Tutors, Heads of Year, the Deputy Head, the Head of Junior School and the Headmistress, we, the school, will succeed in creating an environment in which bullies (whether single or in groups, and whether active or passive) are left in no doubt of the need to reconsider and to adjust their attitudes towards others.

All allegations or suspicions of bullying are treated seriously. Every effort will be made to provide prompt, immediate, sensitive and effective support. Parents will be kept informed. Any sanctions against the bully(ies) will be determined by the Headmistress and the Deputy or the Head of Junior School.

Repeated or serious offences of this kind by particular girls are likely to lead to temporary (or, in the very last resort, even permanent) exclusion.

Signs and Symptoms of Bullying

Girls who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lack of concentration or truanting from school. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. Pupils are encouraged to report bullying in schools. Awareness of staff is raised through training and the school takes action to reduce the risk of bullying at times and places where it is most likely to occur.

Procedures

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
2. A clear account of the incident will be recorded and given to the Head of Year and the Deputy Head/ Head of Junior School
3. The Head of Year/Deputy Head/Head of Junior School will interview all concerned and will record the incident.
4. Parents may be informed if the incident is deemed to be bullying and they may be asked to come in to a meeting to discuss the problem.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- 1) The bully (bullies) may be asked to apologise. Other consequences may take place.
- 2) In serious cases, detentions, suspension or even exclusion will be considered.
- 3) If possible, the pupils will be reconciled.
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Monitoring and Review

The Deputy Head and Head of Junior School monitor this policy regularly. It is reviewed annually. This policy should be read in conjunction with the policy on Behaviour, Misbehaviour and Exclusion, the Anti-cyberbullying Code and the Child Protection and Safeguarding Policy

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