



ANTI-BULLYING POLICY

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INDEPENDENT DAY SCHOOL
FOR GIRLS AGED 4 – 18
www.channing.co.uk
REGISTERED CHARITY NO. 312766

Channing
The Bank, Highgate, London N6 5HF
T: 020 8340 2328 info@channing.co.uk
Headmistress: Mrs Lindsey Hughes

Channing Junior School
1 Highgate High Street, London N6 5JR
T: 020 8342 9862 jsoffice@channing.co.uk
Head: Miss Dina Hamalis



Aims and Objectives

Our aim is to ensure that bullying at Channing is prevented in so far as reasonably practicable as a result of our effective anti-bullying strategy. When developing our strategy, we referred to: [Preventing and tackling bullying - GOV.UK \(2017\)](#) (and [Cyberbullying: Advice for headteachers and school staff \(2014\)](#))

The School's ethos is founded on Unitarian principles to create a community based on the principles of mutual respect and inclusivity as outlined in *The Channing Promise* agreed by staff and girls. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a safe and secure atmosphere. All staff are aware that bullying can cause psychological damage and that when a child or young adult is suffering or likely to suffer significant harm, then the Safeguarding and Child Protection procedures need to be followed.

The Channing Promise

The Channing Promise was developed by the girls themselves, for every member of the school, including Governors, teachers, pupils and support staff, to ensure the school remains a happy and positive place to be.

We promise to...

- treat everyone within the Channing community with respect and kindness.
- think of others and be aware of their feelings.
- create a positive and supportive environment where we have the freedom to act, think and be heard.
- make the most of the opportunities we are given with a positive and appreciative attitude.
- treat all people fairly.

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 significantly harm.

Girls and parents will 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.



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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.

Definitions

Bullying intentionally hurts another pupil or group of pupils physically or emotionally and includes all acts or words that show deliberately cruel behaviour towards others. It can be repeated over time. It can be motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, sex, gender, homophobia, special educational needs and disability, or because a child is adopted or is a carer. It may occur directly or through cyber-technology (social websites, mobile phones, text messages, photographs and email). Both physical and emotional bullying may cause psychological damage.

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	because of, or focussing on the issue of sexuality
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.

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 vociferously. It is important that staff are aware that sexual violence and harassment does happen and that children can abuse their peers in this way. There needs to be a zero tolerance approach to this. For further information: [Sexual violence and sexual harassment between children in schools and colleges](#)

Signs and Symptoms of Bullying

Pupils 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



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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 to a member of staff in School. 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

All allegations or suspicions of bullying are treated seriously. Every effort will be made to provide prompt, immediate, sensitive and effective support.

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear and comprehensive account of the incident will be recorded and shared with the Head of KS/Head of Year and the Deputy Head in the Junior School or Senior School respectively.
- This staff member and/or Deputy Head will interview all concerned and will record the incident and other actions.
- Parents may be informed if the incident is deemed to be bullying and they may be asked to come to a meeting to discuss the problem.
- The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully/bullies change their behaviour and support will be provided for the victim. Pupil wellbeing is paramount.
- The bully/bullies may be asked to apologise.
- Other consequences as appropriate may take place as outlined in the Behaviour and Sanctions Policy. In serious cases, detentions, suspension or even exclusion will be considered. Any sanctions against the bully(ies) will be determined by the Headmistress and the Deputy in the Senior School/ the Head of Junior School and the Deputy in the Junior School.
- When required the Deputy Head in the Junior School or Senior School as appropriate, will report a bullying issue including cyberbullying and bullying outside of school, to external agencies such as Social Services or the Police.
- If possible, the pupils will be reconciled.
- After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- We closely monitor the impact on bullying on individual pupils to ensure that a holistic picture is maintained between different aspects of the school's provision including teaching and extra-curricular activities.



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The Deputy Head in the Junior School or Senior School as appropriate keeps a Bullying Log to record information regarding the incident(s), and to identify patterns and trends. The logs include notes on incidents of bullying which are based on protected characteristics.

It is hoped that, with the support of members of staff, particularly Form Teachers in the Junior School/Form Tutors in the Senior School, Heads of Key Stage in the Junior School/Heads of Year in the Senior School, the Deputy Heads in the Junior School and the Senior School, the Head of Junior School/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.

Staff Training

The staff have regular training and reminders in Staff Meetings/Briefings regarding all that is outlined in this policy. They are told that the School's objective is to prevent problems and if they arise how to resolve them and where/from whom they can get support and advice.

Pupil & Parent Awareness

The PSHE programme, assemblies, form time and resources across the School help our pupils to understand that we should celebrate differences between people and the importance of avoiding prejudice-based language. Our pupils and all members of the school community are expected to follow *The Channing Promise* as outlined above.

Our focus is on preventing unkindness and bullying. In the Junior School, we mark the annual Anti-Bullying Week with a range of activities. This event is a time when we also share information to parents about how best to support their children.

Additionally, we explain to pupils that they need to take responsibility for their actions, how to deal with bullying if it occurs and how they can play a part in helping to prevent bullying, including when they see themselves as bystanders.

Monitoring and Review

The Deputy Head, Junior School and the Deputy Head, Senior School monitor this policy regularly. It is reviewed annually.

The following corresponding documents are available in the Staff Handbook on the intranet

- Behaviour, Misbehaviour and Exclusions Policy
- Personal Social Health & Economic Education (PSHE) Policy
- Staff Code of Conduct
- Acceptable Use of IT Policy
- Online Safety Policy

(April 2022)



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