



ANTI-BULLYING POLICY

Aims

As set out in one of the School's aims, we wish to inculcate positive values of mutual respect, tolerance and self-esteem which allow the individual and School to flourish. We wish to create a sense of community where all pupils are valued and respected, and one which prevents bullying from being a serious problem in the first place. Bullying of any kind can seriously impact a pupil's welfare and the School take this matter extremely seriously.

Bullying of any kind is unacceptable and will not be tolerated at Whitgift School. We define bullying as the conscious desire by an individual or group to hurt, threaten or frighten another individual or group, whether on the grounds of race, religion, culture, gender, sexuality, homophobia, disability, having Special Educational or EAL Needs, or any other pretext. It commonly occurs over time and is persistent. It covers any means, including physical, verbal, emotional, psychological or by electronic communication (including social websites, mobile phones, text messages, photographs and email). It includes a variety of situations: principally, perhaps, open "child on child" abuse, but also "adult on child" and even "child on adult". We regard bullying as a very serious offence, with the danger of causing damage of a significant nature, whether physical, emotional or psychological. Our aims are:

- to prevent, or stop continuation of bullying behaviour
- to react to incidents of bullying in a reasonable, proportionate and consistent way
- to safeguard the child or children experiencing the bullying and provide support for him/them
- to give support and guidance the perpetrator(s) which will most likely involve applying disciplinary sanctions to the perpetrator(s) ensuring lessons are learned which will discontinue bullying behaviour

Bullying usually takes one or more of the following forms:

- deliberate exclusion from a peer group by rejection and isolation;
- aggressive or insulting gestures;
- physical assaults;
- verbal abuse or aggression;
- extortion or coercion by means of intimidation
- cyber-bullying

Department for Education Guidance

- ["School support for children and young people who are bullied"](#) (March 2014)
- ["Preventing and Tackling Bullying"](#) (October 2014)

Achievement of aims

The above aims will be achieved by educating members of the community, using all of the following means:

- assembly talks
- promoting good relationships amongst boys, and between boys and staff
- discussion in tutor groups, PSHEE lessons (for detail please consult the PSHEE handbook) and Year Group Committee meetings
- meetings between senior boys and members of staff
- good lines of communication within the School and with parents
- staff discussions at relevant forums
- celebrating success
- use specific organisations or resources for help with particular problems
- work with the wider community such as the police and children's services where bullying is particularly serious or persistent and where a criminal offence may have been committed.

The effective training and deployment of staff will take account of the aims of this policy.

If pupils have any concerns about bullying they may report them to any member of staff; their most immediate route will be to speak to their Form Tutor or Head of Year in the first instance. Also available to consult are the Assistant Head (Pastoral) and the Chaplain.

Building up the self-confidence and self-esteem of all pupils is an important preventative measure. Assemblies, Form periods, and PSHEE lessons will all address the issues of bullying by seeking to promote decency and resilience, including a counteraction of the 'bystander effect' and encouragement of assertive intervention and will include discussion of differences between people and the importance of avoiding prejudiced-based language. The School will aim to create an inclusive and safe environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination. The School will also aim to provide prompt and appropriate action and support for both the victim and the bully. Prefects and peer mentors will be advised and deployed to support the implementation of this policy and to assist in the creation of a whole-school anti-bullying ethos. Where appropriate, strong sanctions will be used, including punishments such as a Headmaster's Detention. Anyone who continues to bully will have his membership of the School community reviewed by the Headmaster and cannot expect to continue his education at Whitgift.

A record of bullying incidents will be kept by Heads of Year in consultation with the Assistant Head (Pastoral) and the Second Master as appropriate. Heads of Year are alert to indications of patterns of behaviour. Heads of Year have regular discussions with Form Tutors regarding potential times and location of bullying incidents.

The policy will be displayed

- in the School's Pastoral Handbook
- in the PSHEE handbook
- in the School's Policy Bank

Role of parents

The parents of both victims and bullies will be included in the strategies to resolve particular situations and parents will be encouraged to report any concerns to their sons' Form Tutor and Head of Year in the first instance and beyond that to the Assistant Head (Pastoral) if appropriate. This policy will be available to all parents via the School website.

Parents of boys involved in bullying will be informed and are likely to be asked to come into School to discuss the problem.

Cyber-bullying

The use of technology such as mobile phones and the Internet to intimidate others is an increasing national trend. Bullying by social media, text, e-mail or phone call often leave no physical scars but can be highly intrusive and hurtful. The School will enforce strictly its policies with regard to the use of mobile phones and the Internet and will continue to monitor closely all e-communications used on the School site. Further details on these matters can be found in the Online Safety Policy. The School reserves the right to review electronic material held or accessed by any pupil in school including their email account and their mobile phone.

Where any form of cyber bullying affects another pupil in the School or may bring the reputation of the School into disrepute, the School reserves the right to be involved whether the electronic material was produced within the School or outside. Pupils must be aware that some forms and levels of cyber bullying are illegal and the School will inform the police when necessary.

Reporting mechanisms

Reporting bullying must be seen by pupils as important and easy to do. Staff must be approachable and pupils are regularly reminded of channels of communication during assemblies and form periods. The pupil may well report bullying via another pupil or it may be the case that bullying is not reported but seen by another pupil or member of staff. Staff must report all incidents of bullying either to the appropriate Head of Year, the Assistant Head (Pastoral) or the Second Master. All members of the School community are encouraged to report any case of bullying to the Form Tutor or to an appropriate member of staff. Bullying incidents and the action taken will be recorded. Extremely serious cases where there is a risk of serious harm should be reported immediately to the Safeguarding Lead who will report promptly to children's services whose contact details can be found in Appendix 1 of the Safeguarding Policy.

Pupils are aware that they will be listened to and that incidents will be acted on appropriately and sensitively. Pupils are also encouraged to raise any concerns with cyber-bullying or other bullying which they are experiencing outside of school and the school will act and discipline pupils as needed.

Boarders

As it states in our Boarding Principles, within the Boarding community boys should feel safe and secure, free from the threat of all forms of bullying and in an environment where they can be happy, healthy and fulfilled.

Whitgift School recognises the very significant additional responsibilities the School has towards those resident in the School's Boarding House with respect to pastoral and safeguarding matters, and these responsibilities are taken very seriously. The Housemaster is responsible for inducting the boarders in all pastoral matters, and provides the first point of contact for all concerns and the boys' immediate needs. Specifically, with respect to the anti-bullying policy, the following additional points apply:

- there are no 'initiation ceremonies' for boarders intended to cause pain, anxiety or humiliation
- boys who are being bullied are suitably supported, and boys who may bully others are also given suitable help and guidance

The Housemaster in charge holds extensive further documentation on matters relating to pastoral care in the Boarding House.

Specific contacts available to the boarders can be found in the Boarders' Handbook.

Useful Contacts

Croydon Drop-In Centre	020 8680 0404
Frank	0300 123 6000
Childline	0800 1111
Samaritans	116 123
NSPCC	0800 1111

Anne Longfield OBE, The Children's Commissioner
Telephone: 02077838330 or 0800 528 0731

www.childrenscommissioner.gov.uk

Further Contacts:

Independent Schools' Inspectorate 0207 600 0100
Whistleblowing helpline 08000 724 725
NSPCC Whistleblowing Helpline
Telephone: 0800 0280285
Email: help@nspcc.org.uk

Reviewed by The Second Master and The Assistant Head (Pastoral): August 2016

Next review: August 2017

APPENDIX

Record - keeping

A designated member of the School Office acts as a central point for recording cases of bullying on the bullying log. Heads of Year pass on to the designated person brief details of any incident which may be termed 'bullying'. This may take the form of forwarding emails or copying him/her in to a file note. He/she keeps a record of the incident and any action taken. If sanctions result from the incident, records are kept of these as well. This system is intended to:

- provide the pastoral team with the fullest possible picture of the situation
- enable patterns and trends to be spotted which can then be followed up and addressed
- link up incidents which concern boys from different Year groups
- provide a historical record

The record is also used as part of the "handover" process when one Head of Year meets with his/her immediate successor at the end of an academic year to pass on information about boys in the relevant Year group.

Currently, the designated member of the School Office for this role is Mrs Sandra Cannon.