



Anti-Bullying Strategy 2021-2022

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**MORE
HOUSE
SCHOOL**

KNIGHTSBRIDGE

The content of this policy is based on the responses of girls of More House to a questionnaire about bullying. It has been adopted by the girls, Staff and Governors of the school as a summary of the School's attitude to bullying and the consequences of such behaviour. This policy is available to parents through the School's website and also in hard copy by request to the School Office.

Covid-19 Updates to Policy

During school closure or reopening, the guidance provided in this policy (and in the related policies listed below) remains in force and relevant and should be adhered to by all staff, parents and pupils. Supplementary guidance contained in Appendix 3 may be used as appropriate.

Policy Statement

More House School operates under the culture that *'this (bullying) can happen anywhere'* and thus we treat any issues, concerns, allegations, reports pertaining to bullying very seriously and in line with the procedures noted below. All our approaches are underpinned by the principle that there is a zero-tolerance approach to bullying and peer on peer abuse and that bullying is never acceptable and will not be tolerated. We act with *'the best interests of the child'* as the guiding principle.

It is clearly stated as the first Aim of More House School, as a Catholic School, that we wish to *'establish an environment where pupils and staff are valued and supported as individuals and where their rights and dignity are maintained.'* We will encourage all members of our community to show respect, concern and mutual support for one another at all times. We will not tolerate any unkind actions or remarks, even if these were not intended to hurt. We aim to ensure that no member of the school community experiences harassment, less favourable treatment or discrimination within the learning environment because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their religion or beliefs. We value the diversity of individuals within our school and do not discriminate against anyone because of 'differences'. Girls will be encouraged to support one another by telling of all instances of bullying to a member of staff, a friend or a parent.

The School has a duty of care to the girls and to the staff to ensure they are safe to work, learn and develop unimpeded by fear. All Staff, pupils and parents should be aware of the negative effects that bullying can have on individuals. It is accepted that it is not always possible for everyone to like everyone else within a community, but it is required that everyone's rights are tolerated and protected.

The overall aims of the policy are:

- to demonstrate that More House takes all types of bullying seriously and bullying will not be tolerated
- to recognise that bullying, including cyber bullying, prejudice based bullying, discriminatory bullying, peer on peer abuse, online bullying, sexual harassment and sexual bullying and online bullying, may occur on racial, religious, cultural, sexual/sexist, homophobic or disability grounds (including special educational needs).
- to take measures to prevent all forms of bullying in the school, online, and on off-site activities

- to support everyone in the actions to identify and protect those who might be bullied
- to demonstrate to all that the safety and happiness of pupils is enhanced by dealing positively with bullying
- to promote an environment in which pupils feel able to report any instances of bullying
- to promote positive attitudes and relationships between pupils

Related Policies (available in staff handbook and on the school website)

Safeguarding and Child Protection Policy - Section C1, no. 1

Policy on Behaviour and Discipline - Section C2, no. 1

E-Safety/Online Safety Policy including mobile and smart technology - Section C1, no. 6

Policy on Sexual Violence and Sexual Harassment

Definition

The definition of Bullying, as per the Department for Education and as adopted by More House School, is behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include, but is not limited to:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)
- prejudice based bullying
- discriminatory bullying
- sexual harassment/bullying
- sexting

What sort of behaviour can be described as bullying?

Bullies like to dominate other people and to feel superior to them, especially those who are younger, weaker, in some way different or with some handicap or disability. They use verbal and sometimes physical or psychological behaviour to make the victim feel humiliated and embarrassed in front of other people, and instil a sense of fear. Bullies may be acting alone or in a group and they may try to isolate their victim from their own group of friends; they find the victim's weak spots and attack them. Bullies act well towards their own friends, but change their behaviour completely when dealing with their victims. Their actions towards those who they bully are systematic, calculated, pre-meditated and sustained. Their actions are designed to inflict injury.

Peer on peer abuse/bullying

Children can abuse/bully one another and this can happen both inside and outside School and online. Peer on peer abuse is most likely to include, but may not be limited to:

- bullying (including cyberbullying, prejudice based and discriminatory bullying);
- abuse in intimate relationships between peers;
- Physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse);
- sexual violence such as rape, assault by penetration and sexual assault (this may include an online element which facilitates, threatens and/or encourages sexual violence);
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse;
- causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party;
- consensual and non-consensual sharing of nudes and semi nudes images and or videos (also known as sexting or youth produced sexual imagery);
- upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm; and
- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

Verbal bullying (including 'banter')

- calling people names or laughing at them in a manner which is designed to exclude rather than include;
- being rude or spiteful or using offensive language about people;
- making threats to hurt people physically or to make them more miserable;
- teasing people about their appearance (weight, hair or clothes), their intelligence, family, money, their colour, race or religion;
- aggressive behaviour;
- bribing people or otherwise making them do things they do not want to do ;
- sending hurtful or offensive text messages, instant messages or emails, as well as posting offensive web material.

Physical bullying

- pushing, kicking, tripping up, hitting, spitting, pinching or pulling hair;
- taking things from another person without their permission;
- damaging another person's belongings;
- playing practical jokes on other people with the intension of humiliating and/or harming them.

Emotional bullying

- using threats to obtain money;
- whispering about people when they are present;
- leaving people out or ignoring them;
- spreading untrue rumours about people or writing notes about them;
- looking at people in an unkind way, making faces;
- getting other people into trouble for something they did not do;
- embarrassing other people.

Cyber-bullying and online bullying

Cyber-bullying is the use of information and communication technologies to support bullying and could involve various media. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

Cyber bullying could involve:

- texts, WhatsApp messages or calls;
- the use of images to cause distress or humiliation;
- threatening emails;
- posting threatening, abusive or extremist views or material online;
- cloning online accounts.

The wider search powers included in the Education Act 2011 give staff stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

Bullying may be related to:

- peer on Peer abuse;
- race;
- gender;
- religion;
- culture;
- SEN or disability;
- appearance or health condition;
- home circumstances including Young Carer and Poverty;
- sexual orientation, sexism or sexual bullying;
- sexual harassment and/or sexting and sharing of consensual and non consensual nudes and semi-nude images and/or videos;
- homophobia;
- discriminatory Bullying;

Consequences of Bullying

People who are bullied may lose their confidence and can be made to feel that it is their own fault that they are being bullied. All instances of bullying are potentially very serious. At its worst bullying can cause substantial and long-lasting psychological damage to the victim. Although bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour, for example, sexual offences under the Sexual Offences Act 2003, Child Sexual Exploitation, Child Criminal Exploitation. *Please refer to the Sexual Violence and Sexual Harassment policy.*

Responsibilities

Statutory Requirements

The School has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the

attention of staff, parents and pupils. Under the Education Inspections Bill 2006 the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so. Schools also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004).

The Board of Governors

The Chair of Governors and the Headteacher will liaise over all anti-bullying strategies, and individual cases where appropriate.

The Board of Governors will discuss, review and endorse agreed strategies on the initiative of the Chair of Governors and they will discuss the Headteacher's report on this policy as is relevant.

The Headteacher

The Headteacher has a legal duty to draw up procedures to prevent bullying among pupils. The Headteacher will:

- ensure that all staff, and pupils, have an opportunity to discuss strategies and review them;
- determine the strategies and procedures required;
- discuss development of the strategies with the Senior Leadership Group;
- ensure appropriate training is available;
- ensure that the procedures are brought to the attention of all staff, parents and pupils;
- report as needed to the Board of Governors.

The Director of Pastoral Care will:

- be responsible for the day-to-day management of the policy;
- keep the Headteacher informed of incidents;
- raise awareness of the issues covered in this policy;
- determine how best to involve parents in the solution of individual problems;
- maintain a record of bullying incidents which will not only document incidents but will also provide data for identifying patterns of behaviour.

Form Tutors will:

- be responsible for liaising with the Director of Pastoral Care over all incidents involving pupils in their Form;
- be involved in any agreed strategy to achieve a solution;
- take part in the anti-bullying programme in the PSHE course.

All Staff will:

- on becoming aware of any instances of bullying, including peer on peer abuse, by reporting it to the DSL or DDSL act immediately;
- challenge inappropriate behaviours between peers, many of which are listed above, that are abusive in nature;
- be observant and ask pupils what is happening to them;
- deal with incidents according to this policy;
- never let any incidence of bullying pass by unreported, whether on-site, online or during an off-site activity;
- participate in the delivery of the PSHE and RSE course;

- participate in relevant training on this issue;
- ensure, when on duty, that there is appropriate supervision of the places around the School site where bullying is most likely to occur;

All pupils and parents:

This Agreement makes it explicitly clear that at More House we treat all people we come into contact with whether in person or online (including use of the BYOD initiative) - with respect and dignity, that we operate a zero-tolerance approach to bullying and peer on peer abuse and that bullying is never acceptable and will not be tolerated.

Prevention

Anti-Bullying Education in the Curriculum

The School will, where relevant, raise awareness of the anti-social nature of bullying through its PSHE and RSE programmes, school assemblies, the School Council, use of tutorial time and in the Departmental programmes of study as appropriate.

At More House we use a variety of methods to support children in preventing and understanding the consequences of bullying through class assemblies, PSHE and SMSC, the Peer Mentor scheme and the whole school curriculum.

More House operates a whole school approach to online safety to protect and educate pupils in their use of technology and their behaviour online. This policy should be read in conjunction with our E- Safety Policy, Safeguarding and Child Protection Policy and Behaviour policy.

The ethos and values of More House mean that all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded. Staff will regularly discuss bullying; this will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour. Staff will reinforce expectations of behaviour and have regard for the Equality Act 2010; supporting every child in our school. Friendship groups may bring about an imbalance of power and must be led towards welcoming others to join them and not excluding others from their group. Staff will reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other. Pupils are supervised during break and lunch by members of staff; they are also required to attend clubs during lunchtime to minimise unstructured time. Peer Mentors are available for younger pupils to go and voice their concerns.

Children are involved in the prevention of bullying as and when appropriate, this may include becoming involved in the Peer Mentoring scheme or using the pupil concern form.

Signs of Bullying

Pupils who are being bullied may show changes in behaviour, e.g. becoming shy and nervous, feigning illness or being absent from school more than usual. There may be changes in work patterns or a lack of concentration.

All Staff should be aware of these possibilities and report promptly any suspicions of bullying to the Director of Pastoral Care. Pupils will be encouraged to report incidents of

bullying to any member of staff or the peer mentors. They can also fill in a pupil concern form or discuss their issues with the Peer Mentors.

Dealing with Incidents

- If bullying is suspected or reported the incident will be investigated and dealt with initially and immediately by the teacher and then referred on to the Form Tutor.
- If a racial, religious, cultural, sexual/sexist, homophobic, disability or cyber element to the bullying is suspected the Director of Pastoral Care will be informed immediately.
- The member of staff dealing with the concern will record the details of the incident and inform the Director of Pastoral Care.
- The Director of Pastoral Care will interview all the parties and make a record
- Staff teaching the bullied pupil and the Form Tutors will be informed
- The Director of Pastoral Care will determine in consultation with the Form Tutors the appropriate strategy and plan of action to combat the bullying
- The Form Tutor will oversee the implementation of the strategy
- Parents will be kept informed by the Director of Pastoral Care if this is felt to be beneficial
- Any sanctions against the bullies will be determined by the Director of Pastoral Care in consultation with the Headteacher.
- The Headteacher will be kept informed by the Director of Pastoral Care. Where necessary ~ if the bullying persists for example ~ the issue will be passed to the Headteacher for final action
- Record keeping ~ All cases of bullying will contain the following:
 - a clear and comprehensive summary of the concern;
 - details of how the concern was followed up and resolved;
 - a note of any action taken, decisions reached and the outcome.
- If necessary, the school will consider reporting bullying as a child protection issue and/ or a criminal law issue.

Bullied Pupils

Staff who deal with pupils who have been bullied must always offer reassurance. Pupils who have been bullied will be given support determined by the Director of Pastoral Care in consultation with the pupil. The school Counsellor may be involved in this process if the pupil wishes.

SEN(D)

The school recognises that pupils with SEN(D) may be more vulnerable to all types of bullying. The SENCO and other members of the pastoral support team will work with the DOPC and Senior Teacher (Pastoral & PSHE) to ensure that the needs of more vulnerable pupils are recognised, brought to the attention of staff and that those pupils are supported appropriately.

Bullies

Changing the attitude and behaviour of bullies, through appropriate support, will be part of the responsibility of the positive procedures used by the School. It may be appropriate to arrange time with the School Counsellor. However, the School recognises that sanctions will also have to be used against bullies.

Sanctions

Any of the School's formal sanctions, as outlined in the School's Policy on Behaviour and Discipline policy (Section C2 - Pastoral Care No. 1), can be used as appropriate. These may include things such as: Detention; Daily or Weekly Report; Internal Suspension or Temporary Exclusion. For persistent offenders or incidents considered as gross acts of aggression a pupil could be permanently excluded.

Involvement of Parents

Parents, as well as all staff and pupils, should know that the school will not tolerate bullying, and takes a positive approach to educating pupils to combat it.

Parents of pupils who are being bullied and parents of the bullies will be involved in the solution to the problem as thought appropriate by the Director of Pastoral Care, after consultation with the Headteacher.

Parents will be informed of the policy and procedures and the possibility of permanent exclusion following gross acts of bullying.

This policy should be read in conjunction with the Safeguarding and Child Protection Policy and Behaviour Policy

Appendix 1: What should you do if you are bullied? (guidance for girls)

Many people who are being bullied make the mistake of keeping it to themselves. If you are being threatened or bullied, you must tell someone. This could be:

- A friend in your class or an older girl, such as your Mentor;
- An older brother or sister;
- Your mother or father or another member of your family;
- Your Form Tutor or any other teacher;
- One of the office staff;
- The Director of Pastoral Care and/or Senior Teacher (Pastoral)
- Your House Captain
- The Head Girl or her Deputy
- The Mentor Liaison Officer
- The School Counsellor
- The Peer Mentors

If another member of our school community informs you that she is being bullied, then you should report this to a member of Staff; do not keep it to yourself.

If you report that you have been bullied and you are willing to identify the person who has bullied you and provide evidence that this has happened, the School has a responsibility towards you:

- someone will talk to the bully to find out why she is acting as she is. The bully will be given every possible encouragement to change her way of behaving;
- the situation will be monitored to make sure that it does not happen again and that the bully does not retaliate;
- the parents of the bully may be told about her behaviour;
- the bully will be given a suitable punishment and warned about her behaviour.

If the bullying is serious or it is repeated, then the bully may be suspended from school and this suspension will become part of her permanent school record. In extreme cases a pupil may be required to leave the School.

Appendix 2: Suggestions for Parents

Strategies for Dealing with Bullying

Please remember that there is a difference between ‘the rough and tumble’ between adolescents and true bullying. Whilst it is true that children often need to be more robust in secondary school than has been the case at primary level, the More House School approaches are underpinned by the principle that there is a zero-tolerance approach to bullying and peer on peer abuse and that bullying is never acceptable and will not be tolerated.

We encourage Parents to calmly talk to your daughter about it:

- make a note of what your daughter says ~ particularly who was said to be involved;
- reassure your daughter that telling you was the right thing to do;
- explain that any further incidents should be reported to a teacher immediately;
- telephone or email your daughter’s Form Tutor as soon as possible.

When you are talking to your daughter’s Form Tutor, stay calm. Remember that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of the incident. Try and be as specific as possible about what your daughter says has happened ~ giving dates, places and names of other girls involved. Do ask if there is anything you can do to help your daughter or the School. Stay in touch with the School and let us know if things improve as well as if problems continue.

If you are worried that your concerns are not being addressed, discuss your concerns with the Director of Pastoral Care or Headteacher. If this does not help, write to the Chair of Governors, via School, explaining your concerns and what you would like to see happen.

If your child is bullying other children

Children may be involved in bullying pupils at some time or another. Often parents are not aware. Children sometimes bully others because:

- they don’t know it is wrong;
- they are copying older brothers or sisters or other people they admire;
- they haven’t learnt other, better ways of mixing with their peers;
- their friends encourage them to bully;
- they are going through a difficult time and are acting out aggressive feelings.

To stop your child bullying others:

- manage and oversee your daughter’s online usage, behaviour, language and the apps that she uses and posts on;
- consider operating a time restriction, beyond which, your daughter has no access to technology and can relax and unwind before bedtime e.g. for KS3 no technology after 8pm;
- talk to your daughter, explaining that bullying is unacceptable and makes others unhappy. This will be reinforcing what is being taught in school in the PSHE and RSE programme and through the relevant parts of the curriculum;
- discourage others from bullying behaviour or from using aggression or force to get what they want;
- show your daughter how to interact with other children without bullying and model good behaviour at home;
- discuss the problems your daughter is experiencing with her Form Tutor and how you can all work together to stop the bullying behaviour from continuing;
- regularly check with your daughter how things are going at school;
- give your daughter praise and encouragement when they are co-operative or kind to other people.

Appendix 3: Update to Policy during Remote Learning

Version control and dissemination

This is version 1.0 of this appendix. It will be reviewed by our designated safeguarding lead (DSL) or deputy DSL on a weekly basis as circumstances continue to evolve or following updated Department for Education advice or guidance. It is available on the school website (<https://www.morehouse.org.uk/88/school-policies>) and is made available to staff in the Staff Handbook.

Anti-Bullying Strategy

Whilst the school provides remote teaching and learning this Anti-Bullying Strategy and the principles contained remain in full force and effect, including the policy statement, aims, definitions and responsibilities. As stated above, we will continue to update relevant policies and procedures to reflect the updated Department for Education advice or guidance.

Online User Agreement

All pupils, parents and staff have signed an online user agreement which remains in force during school closure, partial reopening or whilst individual pupils are learning remotely. Please do refer to the Online User Agreement for the terms of agreement which makes clear the school's expectations of pupils engaging in remote learning and how we treat all people we come into contact with whether in person or online - with respect and dignity.

Updates and advice - Pupils

More House takes bullying seriously and bullying will not be tolerated. We recognise that bullying, including cyber bullying, may occur on racial, religious, cultural, sexual/sexist, homophobic or disability grounds (including special educational needs). We continue to provide regular advice and guidance to pupils and to identify and protect those who might be bullied. We also reiterate that the safety and happiness of pupils is enhanced by responding to reports of bullying in a serious and sensitive manner. We continue to promote positive values amongst the pupil body by way of the PSHE programme and Spirit and Truth programme delivered during form time. Additionally, we will continue to provide additional support for pupils who have been identified as vulnerable. Such support is coordinated by the SENCO, Acting Director of Pastoral Care and DSL.

Updates and advice - Staff

We will continue to provide regular advice and guidance to staff by way of training sessions, briefings and email updates.

Updates and advice - Parents

We will continue to provide regular advice and guidance to parents by way of safeguarding bulletins and email communications which incorporates anti-bullying literature.

Sanctions

Any of the School's formal punishments, as outlined in the School's behaviour and discipline policy (Section C2 - Pastoral Care No. 1) which has been updated to reflect the partial opening of the school

Reporting

The procedure for reporting cases of bullying remains as outlined in Appendix 1 of this document.