



Lady Margaret School

Anti-bullying Policy for Pupils and Staff

Reviewed: February 2016

Next Review: Spring 2019

1. AIMS OF THE SCHOOL

The School aims to provide its pupils with a sound education in accordance with Church of England principles. It encourages an understanding of the meaning and significance of faith and promotes Christian values through the experience it offers. We seek to offer a safe, caring and intellectually demanding environment to enable all our girls to benefit fully from a sound secondary education.

The school has a sense of joy about it and we are very proud of our motto,

I have a goodly heritage

2. PRINCIPLES

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and can affect anyone; it is unacceptable and is not tolerated at Lady Margaret School

Lady Margaret School believes that each member of our school is entitled to receive their education free from humiliation, intimidation, oppression and abuse. It is the responsibility of all staff that learning takes place in an atmosphere which is caring and protective.

3. PURPOSES

- ✓ To enable students to feel safe and supported as learners and members of our community
- ✓ To ensure all know and understand the rules, to keep everyone safe
- ✓ To encourage and develop further a caring and respectful Christian learning and working environment for all members of our school community

4. DEFINITION

4.1 What Constitutes Bullying?

Bullying is deliberately hurtful behaviour, ordinarily repeated over a period of time, where it is difficult for those being bullied to defend themselves.

4.2 Bullying can be:

- ✓ Physical: pushing, kicking, hitting, punching, any form of violence, threats, theft.
- ✓ Verbal: name-calling, sarcasm, spreading rumours, racist/sexist/homophobic/ageist abuse
- ✓ Persistent teasing- annoying things done repetitively on a regular basis. Bullying can be small things too.
- ✓ Emotional: spreading rumours, tormenting, threatening ridicule, humiliation, and exclusion from groups or activities.
- ✓ Extortion: money, gifts, doing homework.
- ✓ Sexual: unwanted physical contact, abusive comments.
- ✓ Cyber-bullying : deliberate misuse of text, mobile phones, email, internet, social networking sites

4.3 Signs and symptoms of Bullying

A victim may indicate by signs or behaviour that she is being bullied. These may include:

- reluctance to attend school
- unwillingness to travel to school
- truancy from specific lessons
- damage to clothing or possessions
- 'losing' more items than usual
- unexplained bruises/swellings
- deterioration of school work/academic performance
- being afraid to use the Internet/social media/text or phone messages
- becoming jittery
- bullying towards siblings
- taking money without permission

4.4 Symptoms may include:

- loss of appetite
- headaches
- stomach aches
- stammering
- sudden changes in behaviour
- lack of confidence
- signs of depression
- nervous/edginess
- difficulty in concentration
- lack of motivation to complete work

4.5 What you should do if you or one of your friends is being bullied?

Talk it through with your friends and family and if needed you should...

Report the bullying concern via email run to the sixth form/senior order. Some people find this much easier than going to someone in person.

If you or your friends are happy to discuss this in person you can talk to a sixth former such as your House Captain if you find it hard to talk to a member of staff.

Talk to any teacher you feel comfortable with – it could be anyone; your Form Tutor, your subject teacher, your Head of Year.

4.6 What will happen then?

The teacher/sixth former will decide if it is best to pass the matter on to your Head of Year who has more time to deal with these incidents. Your Head of Year will decide, with you, what action to take. She may then talk to everyone involved. Often there will have been a misunderstanding or something will have been said in the heat of the moment. Sometimes a pupil may not realise that her actions or words are upsetting someone else.

The Head of Year will listen to all points of view and depending on how serious the issue is she may ask everyone to sit down and discuss what has happened and how the individuals can move forward and change their behaviour.

If necessary the Head of Year will pass the information onto the Deputy Headteacher (Inclusion) in more serious cases. This will be in line with our Behaviour Policy.

4.7 What happens if this makes things worse?

Usually, most people want to move forward from an unpleasant situation. Often they regret saying or doing something unpleasant; so most of the time things get better for everyone.

If they do not then the school will take a very firm line with anyone who is bullying another pupil. Usually parents will be called in for a meeting and a pupil who is bullying may be excluded from school. This is rare and most situations are resolved.

4.8 What about bullying outside school?

If bullying outside school is reported to a member of staff, this may be reported to the police. If bullying continues in school, the school will deal with it, as outlined above. Parents may be asked to come into school. If pupils from another school are involved, the Headteacher of that school may be contacted.

4.9 What about bullying over the Internet, by mobile phone, text messages etc?

If this happens outside school, you should talk to your parents about it and they may wish to contact the police, if it is serious.

In school, use of the Internet is monitored and action will be taken to stop access to computers where there is misuse. Pupils are not allowed to use mobile phones during the day and they will be confiscated

Bullying by phone, text or over the Internet will be treated just as seriously as any other form of harassment.

4.10 What happens to the bully and the victim afterwards?

After an incident, the bully and/or the victim may still feel upset. They will probably need to keep apart from each other for a while. The school can provide a mentor (a member of staff or older pupil) who can give some support to the individual.

5. CONTEXT

The Lady Margaret Anti-Bullying Policy takes into consideration the Education and Inspections Act 2008, the Equality Act (2010), Equality Duty (2011), the increased use of technology and the introduction of the new Ofsted frameworks

The revised policy draws on Department for Education guidance on dealing with bullying, particularly 'Preventing and tackling bullying – Advice for head teachers, staff and governing bodies'

This policy should be read in conjunction with the Behaviour policy (Sept 2015)

6. ADDITIONAL ADVICE

There are a number of charities listed below that give support to schools on bullying and managing difficult behaviour.

If you attend an Anglican Church you might also wish to speak with your appointed Children's Champion or attached safeguarding officer.

Kidscape 152 Buckingham Palace Road, London SW1W 9TR This charitable organisation provides free literature for parents, victims and schools.

Advisory Centre for Education (ACE) 1B Aberdeen Studios, 22 Highbury Grove, London N5 2EA ACE is a registered charity independent of central or local government and gives free advice and support to parents of young people in State schools.

Get Connected Telephone 0808 808 4994 A free confidential helpline for young people that will help them get in touch with the right people to help them.

The Samaritans Telephone 020 7734 2800 or 0345909090. The helpline is freely available to all age groups

The Young People and Violence project Telephone 020 7843 6309

National Young people's Bureau 8 Wakely Street, London. EC1V 7QE

ChildLine Studd Street, London N1 0QW.