



Spa School Bermondsey Anti-Bullying Policy

This policy is based on DfE guidance "*Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies*", July 2017 and "*Cyber bullying: advice for headteacher and school staff*", November 2014.

At Spa School we

- Support all staff to promote positive relationships to prevent bullying and intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensure pupils are aware all bullying concerns are dealt with sensitively and effectively
- Ensure pupils are safe to learn
- Help pupils follow the anti-bullying policy
- Discuss concerns promptly with parents/carers.

Definition of bullying

Bullying is "Behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Physical bullying
- Emotional bullying
- Bullying related to appearance or physical/mental health conditions.
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics)
- Bullying related to sexual orientation (homophobic, biphobic and transphobic (HBT) bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Bullying via technology - known as cyberbullying" or "online bullying"
- Sexualised bullying or harassment

Preventing, identifying and responding to bullying

At Spa we:

- Promote a culture of respect, consideration and care for others.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Develop pupils' social and emotional skills, including their resilience.
- Develop pupil's communication skills
- Provide clear ways for pupils, staff and parents/carers to report concerns and access support.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.

- Address bullying through the curriculum including the Computing, PSHE and Social Communication curriculums.
- Hold regular, small group sessions for explicit, targeted teaching including Young Men's groups and Young Women's groups
- Address bullying through a broad range of approaches such as displays, assemblies and the school council.
- Challenge all instances of language and behaviour that are derogatory or offensive and support pupils to understand why such language and actions are unacceptable.
- Regularly update and evaluate our approaches to online safety and provide relevant advice and teaching about staying safe online.
- Have a high level of supervision throughout the day, including Clubs and breaks and include details of behaviours in pupils Behaviour Management Plans
- Train all staff to identify all forms of bullying including prejudice-based and discriminatory bullying as well as cyber-bullying, follow the school policy and procedures to record and reporting incidents.
- Record and monitor concerns about bullying incidents and develop strategies to prevent bullying from occurring including identifying those that could be safeguarding issues, including harassment or prejudice-based language.
- Support students to resolve issues around bullying.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.
- Support all of our pupils to develop their social communication skills and are aware that pupils with ASD may use language without understanding its meaning or intent.

Involvement of pupils

At Spa we:

- Regularly ask pupils for their views on being safe at school.
- Make sure all pupils know how to share any worries or anxieties about bullying.
- Make sure staff advocate for pupils who are unable to communicate any concerns about bullying.
- Make sure pupils know there are consequences for those engaging in bullying.
- Involve pupils in anti-bullying campaigns in school.
- Provide support to pupils who have been bullied and to those who are bullying in order to address the problems they have.
- Explicitly teach pupils what respectful friendships and relationships are and how to identify if they are being exploited.
- Ensure pupils are aware of cyber bullying and how to report it.

Liaison with parents and carers

We will:

- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively.
- Ensure all parents/carers know where to access independent advice about bullying.
- Regularly offer parent/carers sessions on e-safety

Monitoring and Review

SMT review all incidents on CPOMS, every day. Incidents of racist, sexist, homophobic or negative behaviours towards a protected group are flagged as safeguarding incidents for further follow up and intervention. Negative interactions between pupils are monitored to ensure that any patterns of behaviours are identified and addressed. We are always mindful of the intent behind language pupils with ASD may have, however we ensure that our pupils are taught not to use offensive language and offensive language is not tolerated.

All incidents are reviewed on a half-termly basis and any instances of bullying and the responses and interventions implemented are reviewed and reported on.

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour policy
- Complaints Policy
- Safeguarding and child protection policies
- Confidentiality Policy
- Online Safety and Acceptable Use Policies (AUPs)
- Curriculum policies such as PSHE and Computing

Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Trustees, the Executive Headteacher, Head of School, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Head of School to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy.

The named Trustee with lead responsibility for this policy is: William Page

The named member of staff with lead responsibility for this policy is Georgina Quigley

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” July 2017: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-health>
- Family Lives: www.familylives.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk

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Trustee approval due Spring 24)

Review Date January 2025

- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- The Nest <https://www.thenestsouthwark.org.uk/>

Cyberbullying

- Childnet International: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Internet Matters: www.internetmatters.org
- CEOP Education: www.thinkuknow.co.uk
- The UK Council for Child Internet Safety (UKCCIS)
<https://www.gov.uk/government/organisations/uk-council-for-internet-safety>
- Parentzone: <https://parentzone.org.uk/home> and Parentzone Local
<https://www.pzlocal.org.uk/>

LGBT

- Barnardos: www.barnardos.org.uk
- EACH: www.eachaction.org.uk
- Metro Charity: www.metrocentreonline.org
- Proud Trust: www.theproudtrust.org
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of>
- Southwark Information Advice and Support Services:
<https://www.southwark.gov.uk/schoolsand-education/information-for-parents/southwark-information-advice-and-support-team-sias>
- Council for Disabled Children www.councilfordisabledchildren.org.uk

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Show Racism the Red Card: <https://www.theredcard.org/>
- Tell MAMA: www.tellmamauk.org
- Anti-Muslim Hatred Working Group: <https://www.gov.uk/government/groups/anti-muslim>
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Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls: www.endviolenceagainstwomen.org.uk
- Anti-bullying Alliance: www.anti-bullyingalliance.org.uk
- Childnet Project DeShame (Online Sexual Harassment and Bullying):
<https://www.childnet.com/what-we-do/our-projects/project-deshame/>