Spa School Camberwell Anti-Bullying Policy

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

At Spa Camberwell we

- Support all staff to promote positive relationships to prevent bullying and intervene by identifying and tackling bullying behaviour appropriately and promptly
- Help our pupils learn how to prevent bullying
- 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)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology –"cyberbullying".

Preventing, identifying and responding to bullying

At Spa Camberwell 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
- 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
- Address bullying through a broad range of approaches such as displays, assemblies and the school council
- Regularly update and evaluate our approaches to online safety and provide relevant advice and teaching about staying safe online

- Train all staff to identify all forms of bullying, follow the school policy and procedures to record and report incidents
- Record and monitor concerns about bullying incidents and develop strategies to prevent bullying from occurring
- 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.

Involvement of pupils

At Spa Camberwell 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
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

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.

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).

Responsibilities

It is the responsibility of:
- Trustees to take a lead role in monitoring and reviewing this policy
- Trustees, the Headteacher, Senior Managers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly
- The Headteacher 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: Chris Nicholson
The named member of staff with lead responsibility for this policy is Steph Lea.

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-without-mental-health-a-cross-government-outcomes-strategy
- 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
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Internet Matters: www.internetmatters.org
- Think U Know: www.thinkuknow.co.uk
- The UK Council for Child Internet Safety (UKCCIS) https://www.gov.uk/government/organisations/uk-council-for-internet-safety

LGBT

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

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Advice provided by the Anti-bullying Alliance for school staff and parents: https://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/groups-more-likely-experience-bullying/sen-disability
- DfE: SEND code of practice: https://www.gov.uk/government/publications/send-code-of-practice-0-to-25
- Southwark Information Advice and Support Services: 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: www.srtrc.org/educational
- Tell MAMA: www.tellmamauk.org
- Anti-Muslim Hatred Working Group: https://www.gov.uk/government/groups/anti-muslim-hatred-working-group

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls: www.endviolenceagainstwomen.org.uk
- Disrespect No Body: https://www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: www.anti-bullyingalliance.org.uk