

**St Luke's Science and Sports College**  
**Anti-Bullying Policy**

**This policy has been developed in accordance with the principles set out by The Department for Education taking into account the following laws:**

The Equality Act 2010

The Education Act 2011

DfE Preventing and tackling bullying Advice for head teachers, staff and governing bodies October 2014

**This policy should be read in conjunction with other relevant St Lukes policies:**

Safeguarding Policy

CIC Policy

E-Safety Policy

Behaviour Policy

Equality Policy

**This policy should be viewed alongside:**

*Preventing and Tackling Bullying. Advice for Headteachers, Staff and Governing Bodies. DFE: October 2014*

**What is bullying?** (Definition taken from: Preventing and Tackling Bullying. Advice for Headteachers, staff and governing bodies. DFE: October 2014)

- Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.
- Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities.
- Bullying might be motivated by actual differences between children, or perceived differences.
- Bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves.
- The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate.
- It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

The St Lukes pledge:

1. St Luke's is working with staff, students, parents and governors to create a school community where bullying is not tolerated.
2. Our school community discusses monitors and reviews our anti-bullying policy on a regular basis. It supports staff to identify and tackle bullying appropriately.
3. Our school ensures students are aware that all bullying concerns will be dealt with sensitively and effectively (see *Raising Awareness* below)
4. Our school community reports back quickly to parents/carers regarding their concerns on bullying. It seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LA and relevant statutory/voluntary organisations when appropriate.
5. St Luke's aims to have a successfully inclusive school culture with non-stereotypical learning environments. Our College believes this can reduce the level of bullying incidents, and if bullying does occur, it can usually be settled more readily.

Raising Awareness at St Lukes:

The students and staff of St. Luke's College are actively working towards a bullying-free college. Examples include:

- Annual Whole School Anti-Bullying Survey
- House Council and College Council participation
- Assemblies led by outside agencies such as Youth Intervention Officers with annual themes such as cyber bullying, verbal bullying, reporting bullying and prejudiced based bullying,
- Discussion within Tutor Groups, Focus Weeks within the Pastoral Programme (e.g. specific week committed to exploring different forms of bullying including cyber bullying and prejudice based bullying).

When dealing with any type of bullying St Luke's will complete the following:

- **challenge** those responsible
- **support** the victim
- **report** what has happened to the right people including parents/carers and outside agencies if appropriate

St Luke's understands the importance of developing and implementing good practice around preventing bullying as well as making an immediate response.

Our aim is not just to respond appropriately to incidents as they happen, but to try to make sure that more incidents don't happen in the future.

Our **report, support and challenge** process is a cyclical process that is regularly revisited so that all staff and students are aware that:

- prejudice of any sort will be challenged
- support is available for everyone involved – victims, perpetrators, families, head teachers, teachers and governors
- any incident will be reported and recorded.

**St Luke's has linked with local partners to establish ongoing relationships that encourage the establishment of anti-bullying initiatives. For example:**

- In conjunction with The Mentoring and Befriending Foundation (MBF) we have established a successful Peer Mentoring Scheme (now in its fifth year) where older students are recruited annually and taught a range of coaching and restorative skills that they can use to support younger students in school.
- We are also actively pursuing recognition on our work on anti-bullying through achievement of the Bullying Intervention Group Award.

**St Lukes work with students to ensure they understand e-Safety advice and how to tackle Cyber-Bullying:**

1. Always respect others – be careful what you say online.
2. Be careful what pictures or videos you upload. Once a picture is shared online it cannot be taken back.
3. Treat your password like your toothbrush – keep it to yourself and change it regularly.
4. Block the bully – learn how to block or report someone who is behaving badly.
5. Do not retaliate or reply to offending e-mails, text messages or online conversations.
6. Save the evidence. Always keep a copy of offending e-mails, text messages or a screen grab of online conversations and pass to a parent, a carer or a teacher.
7. Make sure you tell an adult you trust, for example, a parent, a carer, a teacher, call use the REPORT button on the St Lukes website, or call a helpline like Childline on 08001111 in confidence.
8. Most social media services and other sites have a button you can click on to report bullying. Doing this can prevent a bully from targeting you and others in the future. Many services take bullying seriously and will either warn the individual or eliminate his or her account.

**The college's policy on bullying grows out of the college's Code of Behaviour, where students and staff agree to *'respect and care for each other'* and *'be responsible for their own behaviour'*.**

Staff at St Luke's understand that children from ethnic minorities, disabled children, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and require monitoring and support. Staff and volunteers are made aware of the differences between sexually harmful behaviour and bullying behaviour.

Staff and volunteers are trained on anti-bullying best practice in order to resolve issues quickly and confidently. This includes training on restorative approaches where the bully has an opportunity to understand the harm they have caused and can then offer the victim a genuine apology and a real assurance there will be no further incidents.

The college's approach balances a very firm attitude to any incidents with the provisions of extensive support for any students involved. We all have a right to feel safe and free from fear in college, and the college is determined to work towards this.

Students are encouraged to tell somebody they trust if they are being bullied, or know someone who is. They could talk to their tutor, any of the teachers, the college nurse, the pastoral support staff, family, friends – the important thing is not to suffer alone, and ask for help in putting an end quickly to the bullying and the distress it causes. With incidents of cyber bullying, students are encouraged to save and/or print any upsetting texts, msn/social networking messages and e-mails that they receive.

The college recognises the upset caused by all incidents of bullying, and students who are being bullied receive guidance and strategies to deal with it and support in recovering from it. As well as the house tutor and teachers, the college pastoral support staff have a particular concern for students who fall victim to bullying. With serious incidents of cyber bullying, where evidence is available, the college will work closely with the Police to stop it.

Where a child is found to be exhibiting sexually harmful behaviour to another child, we recognise the importance of involving the MASH (Multi Agency Safeguarding Hub) as soon as possible.

Where a child's bullying behaviour is of a particularly violent or aggressive nature and staff are unable to positively impact the behaviour through behaviour management strategies or disciplinary measures within a reasonable time, the Designated Officer will consult MASH for guidance.

Students who bully will be dealt with in accordance with the college's Behaviour Strategy. This will involve sanctions. They will also be given the opportunity to meet with a member of the Pastoral Support Team to find ways to change and improve their behaviour.

Incidents which happen on the journey to and from college will be dealt with by the college, although serious incidents may also involve the police.

Parents of both bullies and victims will be closely informed of all incidents, and of action taken. Parents are encouraged to contact the college immediately, if they have any concerns that bullying might be happening.

This policy will be reviewed annually by the Senior Leadership Team, and bullying will be a regular topic for discussion in tutorial/PSHE work.

The college takes pride in its friendly atmosphere, commented on by many visitors over the years. If the students, parents and staff of St. Luke's can work together to make it a bullying-free college, it will become an even better place for people to visit and work in.

The College respects every students need for, and rights to, a learning environment where safety, security, praise, recognition, and opportunity for taking responsibility are available. Respect for every individuals feelings and views is paramount and there is recognition that everyone is important and that our differences make each of us special. There is an appreciation of others, by acknowledging individual qualities, contributions and progress.

The College ensures the safety of all students by having anti-bullying rules and practices in place, developed with the participation of our whole school community and have been carefully explained and displayed for all to see.

## **BULLYING**

### **How parents can help...**

*Adapted from guidelines from 'Kidscape', the National body providing information and educational resources to combat bullying <http://www.kidscape.org.uk>*

- Keep the 'communication channels' open with your son or daughter as much as you can – about college, their class work, their other interests and activities. In a survey in college, many young people said they would turn to parents and older friends if bullying ever occurred.
- If you are worried that your child is being bullied, ask him/her directly.
- Be aware of the possible signs and symptoms of bullying.
- Keep a written account of any incidents that happen.
- Do not agree to keep bullying a secret.
- Contact the college at once if you have any concerns that bullying may be happening. Talk to any of the teachers (most probably your child's tutor or Head of House or a member of the pastoral team), and make sure you feel the college is doing all it can to help.
- Keep the college informed of any further concerns.
- Find out from the college how much work and discussion the pupils are doing about bullying as part of the curriculum and the tutorial programme
- Help your son/daughter to work out strategies for dealing with bullying (e.g. provocative comments) – what to say or not say, how to talk with confidence, who they could find for help.
- If appropriate, ask your child if they would like self-defence classes – the benefits of most of these are much more about increasing self-confidence rather than becoming a martial arts world champion!

## **CYBER BULLYING**

*(DFE: November 2014: Advice for Parents and Carers on Cyberbullying*

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/368340/preventing\\_and\\_tackling\\_bullying\\_october14.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/368340/preventing_and_tackling_bullying_october14.pdf))

### **Possible signs of cyberbullying:**

It is not always easy to spot the signs of cyberbullying as it can happen all the time, which is a feature that makes it different from other forms of bullying. Be alert to a change in your child's behaviour, for example:

- Being upset after using the internet or their mobile phone
- Unwilling to talk or secretive about their online activities and mobile phone use.
- Spending much more or much less time texting, gaming or using social media.
- Many new phone numbers, texts or e-mail addresses show up on their phone or laptop.
- After texting or being online they may seem withdrawn, upset or outraged.
- Not wanting to go to school and/or avoiding meeting friends and school mates.
- Avoiding formerly enjoyable social situations.
- Difficulty sleeping.
- Low self-esteem.

### **What to do if you suspect a child is being cyberbullied:**

- If you suspect a child or young person is being harassed or bullied either over the internet or via mobile phone, ask them to give you details.
- Print out the evidence for future reference.
- Talk to a teacher at your child's school if other pupils at the schools are involved.
- It is also important to involve your child in resolving the issues as this can help to strengthen their self-confidence and restore a sense of emotional safety.

**Getting offensive content taken down:**

- If online content is upsetting and inappropriate, and the person or people responsible are known, you need to ensure they understand why the material is unacceptable or offensive and request they remove it.
- If the person responsible has not been identified, or refuses to take down the material you should contact the social networking site directly to make a report and request the content is taken down. The material posted may be in breach of the service provider's terms and conditions of use and can therefore be removed.
- Some service providers will not accept complaints lodged by a third party. In cases of mobile phone abuse, where the person being bullied is receiving malicious calls and messages, the account holder will need to contact the provider directly.
- Before you contact a web service provider, it is important to be clear about where the content is, for example by taking a screen shot of the material that includes the web address. If you are requesting they take down material that is not illegal, be clear to point out how it breaks the site's terms and conditions. Where the material is suspected of being illegal you should contact the police directly.

**Facebook have prepared a help sheet offering advice around Cyberbullying:**

[https://fbcdn-dragon-a.akamaihd.net/hphotos-ak-xpa1/t39.2365-6/851554\\_585676791505692\\_1199284652\\_n.pdf](https://fbcdn-dragon-a.akamaihd.net/hphotos-ak-xpa1/t39.2365-6/851554_585676791505692_1199284652_n.pdf)

**The Dfe have updated their guidance on bullying:**

DfE Preventing and tackling bullying Advice for headteachers, staff and governing bodies October 2014

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/444862/Preventing\\_and\\_tackling](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/444862/Preventing_and_tackling)

## **APPENDIX ONE**

St Lukes Science and Sports College takes its PREVENT strategy duties very seriously.

*Any student who is subject to any form of prejudice related bullying will be referred to the safeguarding team to ensure they are happy with how the situation has been resolved and are not feeling unheard or uncared for.*

### **Keeping Children Safe in Education July 2015 update:**

#### **'Prevent'**

In order for St Lukes Science and Sports College to fulfil the Prevent duty, it is essential that staff are able to identify children who may be vulnerable to radicalisation, and know what to do when they are identified. Protecting pupils from the risk of radicalisation should be seen as part of schools' wider safeguarding duties, and is similar in nature to protecting children from other harms (e.g. drugs, gangs, neglect, sexual exploitation), whether these come from within their family or are the product of outside influences.

St Lukes Science and Sports College will also build pupils' resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views.

#### **St Lukes Science and Sports College commitment to the 'Prevent' strategy can be summarised by four themes:**

##### Understanding risk in a local context

St Lukes will demonstrate both a general understanding of the risks affecting children and young people in our local area (being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology) and a specific understanding of how to identify individual children who may be at risk of radicalisation and what to do to support them.

##### Safeguarding protocol around 'prevent'

The SDO and her team will work to help support school staff to identify pupils at risk: specific background factors may contribute to vulnerability such as families and friends, internet and use of social media and changes in children's behaviour.

##### Working in partnership

The SDO and her team will ensure school staff understand when it is appropriate for St Lukes to make a referral to the local Channel programme (Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism. It provides a mechanism for schools to make referrals if they are concerned that an individual might be vulnerable to radicalization).

The SDO and her team understand the 'Prevent' duty and will build on existing local partnership arrangements. The SDO will ensure the St Lukes 'Prevent' strategy and relevant safeguarding arrangements are in line with the DSCB.

Staff training

The SDO and other staff members will attend the DCSB statutory training developed by The Home Office– Workshop to Raise Awareness of Prevent (WRAP) and will disseminate this training to all school staff to ensure staff are equipped to identify children at risk of being drawn into terrorism and to challenge extremist ideas.

IT policies

St Lukes Science and Sports College will ensure that children are safe from terrorist and extremist material when accessing the internet in school and will work with the SWGfL to ensure that suitable filtering is in place. St Lukes Science and Sports College understands the importance of teaching children and young people about online safety in general and with a particular focus on the dangers of radicalisation. IT Policies will reflect this commitment.

**APPENDIX TWO**

St Lukes Science and Sports College AB Student Pledge

**APPENDIX THREE**

St Lukes Science and Sports College AB Leaflet – Student Version

**APPENDIX FOUR**

St Lukes Science and Sports College AB Leaflet – Parent Carer Version

**APPENDIX FIVE**

St Lukes Science and Sports College AB Poster

*All Appendices to be kept in a folder with this policy*

Updated November 15

Reviewed November 16