



ST PHILIPS SCHOOL ANTI-BULLYING POLICY

Written by:	Debbie Battle
Reviewed by:	Ben Walsh
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St Philip's School Anti-Bullying Policy

Our school commitment

St Philip's School is fully committed to preventing and tackling bullying. Bullying is a deliberate, harmful and divisive act or set of behaviours which can have serious and far-reaching effects on those who experience it, whether 'victim' or 'perpetrator'. At St Philip's School we work proactively with Students/students, staff and families to educate our young people about bullying, to address and rectify bullying or concerns about bullying wherever we find them, and to support all members of the school community to feel safe, valued and respected.

Ethos and values

At St Philip's School we are committed to safeguarding and nurturing our Students/students so that they are able to achieve ambitious academic outcomes and build healthy and fulfilling lives.

St Philip's is a school where individuals are valued for themselves and where all are expected to give their best.

We believe that young people learn and develop best with clear and consistent work and behaviour expectations and where praise, enjoyment, consideration and respect are integral to the school's life and ethos.

We encourage students to become as independent as possible in all areas of their lives, both in and out of the classroom. We challenge students to try new things, such as developing new friendships or using public transport.

The school aims to inspire curiosity, a spirit of collaboration, and develop creative thinking, a sense of social responsibility and leadership skills. A strong sense of community underpins everything we do – learning to respect each other's backgrounds and beliefs.

We value commitment, we celebrate success and we offer an environment which not only leads to academic success but also to self-discovery and a sense of personal worth and well-being.

Our definition of bullying

Bullying is a particular type of unacceptable behaviour. It is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. We acknowledge that bullying has no time limit and can be short term or can happen over long periods of time.

St Philip's School views bullying as anti-social behaviour which is never acceptable. **No person has the right to deliberately make another feel uncomfortable or unhappy.**

Bullying can be:

<i>Emotional</i>	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
<i>Physical</i>	Pushing, kicking, hitting, punching or any use of violence; invasive, hurtful or threatening physical contact
<i>Verbal</i>	Teasing, name-calling, sarcasm, spreading rumours
<i>Written</i>	Letters, notes, texts, graffiti
<i>Cyber</i>	All areas of online life, such as email and chat room misuse Harassment, shaming, threats or persecution via social media Mobile threats by text messaging and calls Misuse of associated technology e.g. camera and video facilities, iPad, games consoles Making and/or sharing images with the intent to threaten or harm – this includes the non-consensual making/sharing of sexually explicit imagery

Bullying can happen to anyone, but can often be specifically:

- Racist – ethnicity, skin colour, language, religious or cultural practices.
- Homophobic/transphobic – discrimination based on actual or perceived sexuality and/or gender identity.
- Sexual – unwelcome sexual advances or remarks that causes offence, humiliation or intimidation, including pressure to send images of a sexual nature; unwanted physical contact, intimation, coercion; sexually abusive language, imagery or graffiti.
- Disablist – discrimination based on actual or perceived special educational needs and/or disabilities.
- 'Difference' – discrimination based on any real or perceived difference e.g. dress, hobbies and interests, family set up, social behaviour.
- Faith-based – discrimination based on matters relating to religious ideology, belief or creed.

Bullying can also form part of, or turn into, child on child abuse. St Philip's School staff are trained to understand how to recognise and respond to both bullying and child on child abuse, and are vigilant in observing the dynamics between Students/students and reporting any concerns immediately to the Designated Safeguarding Lead (DSL).

Understanding bullying behaviour

Bullying takes place where there is an imbalance of power of bully over victim. This can be achieved by:

- Size and/or strength
- The numbers or group size involved
- Anonymity – through the use of cyber bullying (using email, social networking sites, texts etc.)
- The level of cognition, confidence, or emotional maturity of Students/students
- SEND needs of Students/students
- Hierarchy of staff

At St Philip's School we are vigilant about bullying and approach this in the same way as any other category of safeguarding. We do not wait to be told before raising concerns or dealing directly with the matter.

Students/students may not recognise, or not be able to articulate, that they are being bullied, or that their own behaviour may be seen by someone else as bullying. Our staff know our Students/students well and are able to identify those who may be at risk of being bullied. We also monitor behaviour logs to ensure we track patterns of behaviour which can cause concern. We are also alert to the dynamics within and between groups of peers, and will take action if harmful imbalances of power are developing.

Bullying and keeping children safe

St Philip's School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We ensure that consistent and effective safeguarding procedures and policies are in place to support students and staff at school and follow the guidance of Keeping Children Safe in Education.

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

This anti-bullying policy should be read in conjunction with our Child Protection Adult Protection and Safeguarding Policy, Behaviour Policy as well as our Safeguarding & Wellbeing Offer which details the specific work, both proactive and reactive, that we undertake to ensure that our students are able to learn and thrive in a safe and supportive environment. These documents can be found on our website:

<https://stphilips-chessington.org/key-information/policies/>

Bullying and discrimination

St Philip's School is a primary/secondary/special school for students whose Education Health and Care Plans (EHCPs) have identified their primary area of need as MLD, ASD and other complex needs. As such, we work closely to the guidelines laid out in the Equalities Act 2010 to ensure that all of our students are treated fairly and in accordance to their individual learning needs.

<https://www.gov.uk/guidance/equality-act-2010-guidance>

Stopping bullying wherever it takes place

Bullying can take place in the classroom, playground, toilets, corridors, on the journey to and from school, and in online forums. It can take place during school time, out of school while on residential visits, day visits, in group activities, and between families in the local community.

At St Philip's School we build trusting and reciprocal relationships with our students. Therefore, all students can talk with any staff member when/ if they feel unsafe. All unstructured time, for example: arrivals, departure, break times, lunch times, moving between classrooms are well supervised. There is also an open door policy for the Student Support space which is staffed throughout the school day, for any students who have any worries or concerns.

Preventing bullying

St Philips school prevents bullying by:

- Staff training
- Student voice
- Curriculum – PSHE, e-safety
- Staff-pupil/student discussions – assemblies, themed days/weeks
- School principals and values (see above)
- Reflective/restorative approach
- Equality and Diversity Committee- To ensure vulnerable groups are heard, and can raise concerns, make complaints and ensure action is taken with regards to any themes that impact students wellbeing, for example racism, sexism, homophobia, sexual harassment and any other theme that affects our students wellbeing and mental health
- Equality and Diversity concern and complaint boxes
- Parent engagement
- Zero tolerance for abusive or offensive language

Students are encouraged to think about and understand bullying through such opportunities as Student Council, e-safety sessions, assemblies, PSHE lessons, Anti-Bullying Week, Mental Health week and “in the moment” debrief when bullying behaviour is observed.

Our school's ethos and values mean that all staff actively encourage students to have respect for themselves, each other and their environment, acts of kindness and consideration of others is noticed and commented on immediately.

In some cases, there is a follow up in an assembly (some students have received the Jack Petchy Award, which is given to students who have made an outstanding effort in a range of themes).

Students are involved in the prevention of bullying as and when appropriate.

Methods may include:

- Having discussions about bullying and why it matters that bullying is dealt with quickly

- Discussions at Student Council meetings
- Restorative, reparation, and empathy development.
- Direct work from SLT or the Wellbeing and Emotional Support Team on themes linked to bullying behaviour.
- Assemblies around our school values
- Dynamic PSHE/RSE curriculum

St Philip's School has an ethos that every child knows that they are able to talk about any concerns or raise worries with any member of staff at any time.

Staff will report any of these concerns either through MIS (which is overseen by the deputy Headteacher) or direct to the DSL if there is a child protection concern.

Staff regularly discuss bullying, creating an atmosphere of openness and building confidence among students to discuss bullying.

Expectations around behaviour are regularly reinforced by staff, as is the school's ethos of mutual respect and tolerance.

Reporting bullying

- Students can report bullying incidents to any member of staff
- As much as possible, inappropriate behaviour should be pre-empted and dealt with quickly and calmly by staff. When more serious behavioural incidents occur, staff should remain calm and professional at all times. Where assistance is needed, a senior member of staff or the relevant Head of Key Stage should be sent for.
- Behavioural incidents should be recorded on MIS. When an incident is considered serious enough to require reporting to a senior member of staff, then the member of staff who has made that decision is required to record the incident.
- RACIST, HOMOPHOBIC and SERIOUS INCIDENT - Incidents that involve allegations of racial, religious or homophobic abuse, sexual abuse or peer on peer abuse must be recorded. The Deputy Head (AH) should be informed of any incidents of these kinds who, in turn, will inform Headteacher and DSL
- Transparent complaints procedure (link to the school complaints policy)
- display photos and names of staff that can help.
- Monitoring through the DSL/ SLT meetings.

If a student or parent has a concern they should contact the school immediately.

Safeguarding Team:

Designated Safeguarding Lead: Debbie Battle 0208 397 2672 dbattle@stphilips-chessington.org

Deputy Designated Safeguarding Lead: Andy Hill 0208 397 2672 A.hill@stphilips-chessington.org

Please see our Child Protection, Adult Protection and Safeguarding Policy, our Mental Health and Wellbeing procedure and Safeguarding and Wellbeing Offer for further details. These can be found on the Safeguarding page of our website

https://stphilips-chessington.org/about_us/safeguarding/

Responding to bullying

Where bullying is identified, our primary aim is to ensure that all students are safe.

Measures to address the behaviour will be in line with the Positive Behaviour Policy and proportionate to the behaviour. They will always include some form of restorative approach. Depending on the situation, sanctions such as removal of privileges or exclusion may be deployed as part of the overall approach. Any exclusions will be determined in line with the Exclusions Policy.

Where significant criminal behaviour is suspected or confirmed to have occurred as part of the bullying incident, the Police/Safer School's Police Officer will be informed.

St Philip's School may deploy a range of strategies to help those either experiencing or demonstrating bullying behaviour. Strategies may include:

- WEST interventions – dramatherapy/ student support/ mentoring
- SLT support
- Behaviour plans
- External agencies such as CAMHS
- Social Care
- Community Police
- Restorative justice

Any reports of bullying behaviour by St Philip's School students outside of school will be investigated by school staff. Any reports of bullying behaviour by other students from other schools will be shared with the student's school and parents for next steps.

All policies are available from the Policies page of our website:

Measuring progress

St Philip's School measures progress and impact of these by utilising the following

- student voice – surveys, student council, Equality and Diversity group
- Parent/carer surveys
- Reviewing data – trends, actions, effective follow up
- Input from the Annual Review Process
- Assessments including SDQ'S
- Reporting to governors, CEO monitoring, termly safeguarding audit

Communicating the policy

This policy (and the themes within it) is shared with students via assemblies, tutor time activities and themed days. Staff are given dedicated CPD sessions to ensure that

they understand their roles and responsibilities around preventing and reporting bullying. Parents/carers and other stakeholders have access to this policy via our website.