

## **Anti Bullying Policy**

### **Aims**

Haileybury is committed to being a welcoming and friendly community where harsh and overbearing attitudes have no place. We aim to encourage pupils to respect one another and to be helpful and tolerant in their approach. It follows that bullying should have no place here.

### **Definitions**

Bullying includes behaviour by any pupil, which hurts, threatens, frightens, humiliates or undermines someone.

It can take the form of physical assault, verbal abuse including cyberbullying such as the sending of hurtful e-mails or text messages and the use of social networking sites to victimise others - see below.

It may involve victimising and/or humiliating someone on account of their race, religion, nationality, disability or sexual orientation.

In addition, the abuse of property, or the deliberate isolation or exclusion of an individual is bullying behaviour.

Initiation ceremonies are frightening and intended to cause pain, anxiety and humiliation. Therefore such practices amount to bullying and should be treated as such.

Bullying almost always involves a difference in power between the bully (or bullies) and the person being bullied. This is particularly so when the behaviour is directed towards someone who is younger, weaker (mentally or physically) or socially less competent

The school reserves the right to report bullying to the Police, particularly where an assault would seem to have been committed.

### **The impact of bullying**

Bullying is a very destructive action within a school community, and especially so within a boarding community.

It will potentially cause serious and lasting damage to the victim - in extreme cases, victims of bullying have taken their own lives.

It is destructive of the lifestyle of the pupils who witness it and may become learned behaviour to which they become habituated.

It is undesirable for the bully that his or her behaviour is not checked. In life after school, bullying behaviour remains undesirable and destructive of relationships in the workplace or the home. Bullies need to appreciate that their actions are wrong and have serious consequences.

### **Responsibilities**

It is the responsibility of all members of the community to take action if they see bullying taking place. To remain silent is to condone the action of the bully; everyone has the right to live their life at school without being bullied.

Older pupils have a responsibility to keep an eye on isolated younger pupils, offer support to them and inform staff of their concern. Experience suggests that the role of older pupils is an important element in the well being of schools, not least in

advising House staff of the times and locations in school premises and grounds where bullying is likely to occur.

Should a pupil be bullied, he/she is strongly encouraged to seek advice and help; the worst thing to do is not to tell.

Should any pupil become aware that another is being bullied, there is a clear responsibility and duty to seek advice and help. Bullying does not go away if nothing is done about it.

PHSE lessons deal with the topic of bullying and its impact. Pupils are encouraged to discuss bullying and recognise its harmful effects as well as to consider strategies that might be employed to help develop resilience and to cope with difficult times.

Tutors and HMs seek to create a tolerant and respectful community within their House and within the school more widely. They do this both through formal and informal contact and will discuss concerns at their meetings with their pupils in their care.

Staff training about issues concerning bullying features within the established pattern of In Service Education and Training (INSET)

### **Sources of help, support and advice**

There are plenty of people to whom pupils may turn for support and guidance:

HMs and the team of tutors working within the House

- The Head of House and the Peer Supporters
- Parents, siblings and friends
- The school's Chaplain
- The Medical Centre staff, including the school Doctor
- The School Counsellor

### **Responses to bullying incidents**

Unacceptable behaviour will be reported immediately to the HMs of the victim and the offender. If there is physical injury, the incident will be reported to the School Doctor. Each pupil has a tutor who will be informed of the incident.

The Second Master will be informed by the HM involved and by the teacher reporting the incident.

The Second Master will consult with the relevant HM(s) and they will jointly agree on what action to take, which may include referral to the Master for consideration of expulsion.

Where appropriate, and sometimes alongside sanctions, support and counselling will be offered to all parties involved, and, if necessary, to their parents.

Sanctions will be applied, depending on the seriousness of an incident and will be more severe for repeated offences. Given that bullying can have a seriously detrimental effect on the pupil being bullied and on the community more widely, it should be recognised that a pupil may face expulsion for bullying and that this serious punishment can be applied even to a first occurrence and irrespective of the

pupil's school record. Sometimes, in less serious cases, those involved in the bullying of others may be able to recover their position within the school community.

Parents will be kept informed.

## **Cyberbullying**

This policy should be read in conjunction with the school's Acceptable Use Policy for computers and the Internet. That policy is to be found in both the Staff and the Pupil Handbook and also on the Desktop of all school computers. It is necessary to acknowledge the Acceptable Use Policy in the process of Logging On.

### **Definition**

Cyberbullying is the use of Information and Communications Technology (ICT), particularly mobile phones or the Internet, deliberately to upset someone else.

Examples of such behaviour include:

- Setting up website pages and inviting others to post derogatory comments about a pupil
- Filming fights or assaults (so called 'happy-slapping') and circulating the film clips via mobile phones or on line
- Sending insulting or vicious messages by text or e-mail
- Posting fake and obscene photographs of another pupil on a social networking site
- Hacking into social networking sites and removing and circulating material which may be embarrassing or personal

### **The Impact of Cyberbullying**

In many senses, cyberbullying is just another method of bullying, but it can have a far greater impact than, say, passing notes in class because of several factors. These include:

- Invasion of personal space
- The anonymity (at least initially) of the bully
- The ability to broadcast upsetting messages and/or images rapidly to a potentially huge audience and to continue to do so repeatedly over a long period of time
- The inclusion of other pupils in the network of circulation who might not normally participate in bullying activity. This can happen when a recipient of a phone message passes it on to others

The school has a duty to safeguard the welfare of the young people entrusted to its care. A key part of the school's ethos states that we encourage the boys and girls "to co-operate with their fellow pupils and treat them with respect". Cyberbullying plainly runs counter to this and all pupils should be aware that:

- The school reserves the right to monitor their use of the Internet and to examine mobile phones where there is reason to suspect abuse
- Pupils will be held responsible for all material that they place on a website and for material that is placed on a website of which they are the account holder

- Misconduct of this type outside the school remains subject to school discipline if the welfare of other pupils or the culture and reputation of the school are placed at risk
- Sanctions may include confiscation of mobile phones or restrictions on the use of the Internet.

Pupils can help to prevent cyberbullying by:

- Using the internet and other aspects of ICT in responsible ways and for educational purposes
- Keeping their log-in details and passwords confidential
- Not hacking into (or attempting to hack into) other pupils' sites or areas of the web that are normally closed to them

If a pupil is the victim of cyberbullying, they should:

- Inform their HM and/or tutor about this as soon as possible
- Preserve evidence, e.g. texts, e-mails or images, rather than delete them

Where cyberbullying is reported to a member of staff, the teacher should:

- Find an appropriate place to listen to the child and take their allegations seriously
- Reassure the victim, who may feel that they are in some way to blame
- Avoid asking leading questions which might prejudice any later legal action that could become necessary
- While undertaking to deal with the matter discreetly, avoid giving any guarantee of confidentiality in case matters need to go further
- Make brief notes about what was said as soon as possible after the meeting
- Pass on the relevant details to the pupil's HM and/or to the Second Master

### **Sanctions for use in the case of cyberbullying:**

The full range of sanctions that are available to the school may be used in dealing with pupils who have been involved in cyberbullying. These include:

- Admonishment and counselling - for instance for those who might have been involved naively, unwittingly or at a low level.
- Prohibition from using the Internet or other ICT for a period of time, where this might be an appropriate sanction for the offence committed
- Confiscation of mobile phones - contrary to what many pupils believe, it is not a "human right" to have a mobile phone and schools have the power to confiscate phones
- Periods of detention, either during the school week or at the weekend
- Suspension/expulsion from school
- Parents should be kept informed

More serious cases may be referred to the Police as a variety of criminal offences (such as harassment or using threatening behaviour may be involved).

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