

Anti-bullying Policy

The Ladies' College community is based on an ethos of mutual respect and consideration. Our core values are integrity, bravery, kindness. The College is committed to providing a safe, caring, and supportive learning environment for all.

The aims of this policy: a) try to prevent bullying, as far as possible and b) help staff, pupils and parents deal with bullying when it occurs

We do not tolerate bullying, harassment, victimisation, or discrimination of any kind and work hard to prevent these or to tackle them if they occur. Bullying can happen anywhere: at school, travelling to and from school, in sporting teams, online, between neighbours or in the workplace. All colleagues should keep an open mind and be aware "it could happen here." No-one, whether staff or students, should have to accept this type of behaviour.

We take all incidences of bullying seriously and expect all staff, students, and parents to play their part in preventing and tackling bullying. Any member of the community might bully or be a target of bullying.

The Department for Education defines bullying as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Complicity that may fall short of participating directly in the action, may also be considered bullying. It is no justification that the perpetrator says or believes that the target is not upset or hurt by his or her actions or words. Whilst it is usually repeated, a one-off incident, depending on its nature, might be considered bullying and can have the same impacts as persistent bullying. Bullying usually involves imbalances of power which can manifest in several ways: physical, psychological, intellectual imbalance, capacity to socially isolate, by having access to the support of a group.

Bullying differs from unkindness and friendship issues: Sometimes pupils can feel hurt or upset because they have been teased or have fallen out with a friend. This is different from bullying. School staff are ready to help and support pupils who have fallen out with friends, but such situations will not be treated in the same way as a case of bullying. However, the strategies we use may be similar because we acknowledge that over a period of time the impact on the pupil may be the same, and the situation could become bullying if it escalates.

There are criminal laws that apply to harassment, assault, and threatening behaviour. As such, The Ladies' College Principal and DSP will decide whether a bullying claim should be referred to The Guernsey Police.

Forms of bullying:

Physical hurting or attempting to hurt, harm or humiliate another person or damaging their property.

Verbal abuse such as name-calling, taunting, mocking, or sharing unkind notes over time.

Emotional manipulation e.g. excluding someone or spreading malicious rumours about them, building negative alliance based on gossip, deliberately being hurtful.

Cyberbullying, i.e. via social networking websites, phone calls, text messages, photographs, or emails.

Unpleasant remarks or actions related to any of the following:

- Race, religion or culture
- Sex (i.e. talking to or touching someone in a sexually inappropriate way)
- Gender, gender identity or perceived gender identity
- Sexual orientation (e.g. homophobic bullying)
- Disability or Special Educational Needs
- Intellectual or other abilities
- Appearance or health conditions
- Being adopted or a carer

Mechanisms for deeper listening required: (Level 3 listening)

Much bullying is performed in subtle ways, which are not easy to detect; a perpetrator can use a simple look, word, or gesture to a target to signal an intended threat or insult. Some students or pupils are adept at changing a bullying situation into an apparently harmless one when an adult approaches. This makes it even more important for the target or another pupil to be able to come forward to report bullying, and for staff and parents to be alert to symptoms of bullying.

Children sometimes bully other children because:

- They do not know it is wrong.
- They are emulating older brothers or sisters or other people whom they admire.
- They have not learnt other, better ways of mixing with their school friends.
- Their friends encourage them to bully.
- They are going through a challenging time and are acting out aggressive feelings.

Preventing bullying: we aim to prevent bullying by:

Fostering a whole school ethos of good behaviour, mutual respect, and consideration. We aim to create an atmosphere of mutual respect and understanding.

Developing a culture in which diversity is championed and celebrated and in which the school takes a proactive role in educating pupils and other members of the school community in issues around equality.

Developing a culture in which the vulnerable are protected and incidents which might demonstrate prejudice or intolerance are tackled and addressed, for example by challenging inappropriate or prejudicial language.

Making it clear to all that there are effective procedures for reporting (including anonymous reporting), investigating and tackling bullying, and encouraging pupils to report instances of anything they perceive to be bullying.

Maintaining records of bullying incidents – these are kept on CPOMs.

Encouraging all members of the school community to have high expectations and model how to behave towards each other through discussions about differences between people and the importance of avoiding prejudice.

Raising awareness about bullying through opportunities in the curriculum, the PSHCE programme, assemblies, and national events such as Anti-Bullying Week, amongst others.

Developing pupils' social skills, confidence, resilience, and self-esteem; and defining the value of assertiveness in relationships as opposed to aggression, whether direct or indirect.

Educating pupils and other members of the school community about how to keep themselves safe when online or using social media or other electronic means of communication, so they take maximum precautions to help prevent themselves being targets of cyberbullying.

Ensuring that all pupils sign up to the school's Acceptable Use Agreements, which make it clear that cyberbullying is unacceptable. This message is regularly reinforced in lessons, pastoral sessions, and parents' information sessions on e-safety.

Making it clear to all that incidents of bullying of any kind that occur off the school premises and then have an impact on the classroom environment or relationships between pupils will be pursued.

Making it as easy as possible for pupils who are being bullied to talk to someone they trust and get help confidentially. In addition, we offer counselling to support the bully.

Having a strong pastoral team dedicated to pupil welfare and experienced in dealing with bullying issues. All our staff are trained in recognising and responding to bullying and staff awareness is raised through regular discussion of pupil issues in Staff Briefing. Action is taken to reduce the risk of bullying where and when it is known to be most likely to occur. The members of staff with overall responsibility for anti-bullying work are the Head of Middle and Lower School, The Head of Sixth Form, The Vice-Principal, Principal, Head of

Melrose, Year Co-ordinators, and the Deputy Principal (Student Development and Innovation).

Taking pupils' views into account through the Action Teams via the voice strand, and developing the roles that pupils can play in anti-bullying work.

Ensuring that the IT filtering and monitoring systems are effective in protecting members of the school community.

Working in line with national guidance, and the requirements of our regulatory bodies.

Being aware – the possible signs of bullying:

All colleagues are alert to changes in students' behaviour which might indicate a student is being bullied – this is referred to in the Staff Handbook. Possible signs of bullying might include changes in academic progress, concerns around College attendance, diminished levels of self-confidence, changes to established habits. Sadly, some individuals are more vulnerable to bullying, and less likely to speak out – including LGBTQIA+ pupils and those with SEND. Again, staff, parents and peers should bear this in mind in cases of possible or suspected bullying. Further guidance for staff on preventing, identifying and dealing with such types of bullying can be found in the Staff Handbook.

Dealing with bullying:

Incidents of bullying are reported on CPOMS. To reduce the risk of bullying an open, positive, caring and trusting atmosphere is nurtured in the College. Staff provide support, anticipate problems, and make opportunities to listen to students such as 1-2-1 meetings with tutors, mentors and Year Coordinators. Students are encouraged to share problems with staff, to speak up for their friends and peers, to look out for those more vulnerable members of the school and to not feel guilty about raising issues with teachers.

To raise awareness of bullying, opportunities are taken to highlight the responsibilities of all members of the College to reduce the risk of bullying. Support and advice is offered to pupils/students throughout their time at College to prevent bullying through, for example, assemblies and PSHCE. It is also promoted through 'Friendships and dealing with bullying' which makes up part of the wellbeing programme for Remove – Upper Five students, as well as Enrichment for Sixth Form and our Mentoring programme. Any concerns raised by staff following discussions about these topics with students will be logged and actioned on CPOMS. Bullying is also explored through our participation in Anti-Bullying week.

Pupils can access an anonymous Whisper button to report concerns and are encouraged to access our College Counsellor. Alternatively, they are made aware of Childline 0800 1111 or the NSPCC (0808 800 5000)

Interventions with -

Students who have been bullied	Students who have bullied
Immediate opportunities to discuss the experience with a member of staff	Concern discussed with a member of staff
Offered referral to College Counsellor	Inform parents in order to support a change in attitude, behaviour
Advised to keep a record of incidents as evidence – discussion around how to respond to concerns or issues linked to bullying	Request content is removed if online – report to app or service provider. Subsequent meeting with safeguarding team / E-Safety lead
Offer support to help self-esteem and confidence	Sanctioning according to the College's Expectations policy
Work with local organisations if specialist advice or guidance is required	Where appropriate, liaise with police and local specialist organisations e.g. Childline
Communicate with parents / guardians	Offer support to support a change in attitude and behaviour

Sanctions for bullying:

It is important that those found responsible for bullying are held to account and accept responsibility for the harm caused. Action taken in response to bullying will be intended to communicate unambiguous disapproval of the perpetrator's activities, and this will usually include sanctions. Sanctions help reassure the person being bullied that the bullying will stop; they help those responsible recognise the harm caused by their behaviour and deter them from repeating it; they demonstrate to the school community that bullying is unacceptable and that the school has effective ways of dealing with it, so deterring others from behaving in a similar way.

If sanctions are warranted, the person(s) responsible will receive a sanction in accordance with the College's Expectations policy. Any sanctions imposed will be fair, proportionate, and reasonable, and take into account the context of the individual and behaviour. In the most serious cases, the sanction may be fixed term or permanent exclusion. A bullying incident will be regarded as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' (Children Act 1989). Where this is the case, after the Principal has been involved, it may be necessary to make a report to external agencies, and in certain cases the police.

Key contacts:

Designate Safeguarding Person

Head of Middle and Lower School

Head of Sixth Form

Deputy Principal (Innovation and Student Development)

The Principal

Head of Melrose

College Counsellor

Year Co-ordinators

Links with parents:

We believe that working with parents/guardians is essential to establishing the school's anti-bullying ethos and resolving any issues that arise.

Parents are encouraged to reinforce the principles of the Anti-Bullying Policy at home.

Parents are asked to let their daughter's class teacher, tutor or Year Co-ordinator know directly if they have cause for concern, either on behalf of their own children or because of rumours about others. In any serious case of bullying, parents will be informed by the school and may be invited in to discuss the matter. We will keep in regular contact with parents until the issue is resolved.

Monitoring:

The effectiveness of this policy and the school's anti bullying strategies will be evaluated annually through a review of the bullying category on CPOMS and reviews with the pastoral and safeguarding teams.

Useful organisations to support the implementation of this policy:

Childline 0800 1111

www.thinkuknow.co.uk

www.beatbullying.co.uk

Anne Frank Trust: www.annefrank.org.uk

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Beat Bullying: www.beatbullying.org

Changing Faces: www.changingfaces.org.uk

Childline: www.childline.org.uk

Childnet International: www.childnet.com
Digizen: www.digizen.org
EACH: www.eachaction.org.uk
Family Lives: www.familylives.org.uk
Internet Watch Foundation: www.iwf.org.uk
Kick it Out: www.kickitout.org
Kidscape: www.kidscape.org.uk
Mencap: www.mencap.org.uk
MindEd: www.minded.org.uk
NSPCC: www.nspcc.org.uk
PSHE Association: www.pshe-association.org.uk
Pace: www.pacehealth.org.uk
Restorative Justice Council: www.restorativejustice.org.uk
Report it: www.report-it.org.uk
Stop Hate: www.stophateuk.org
Show Racism the Red Card: www.srtrc.org/educational
Schools Out: www.schools-out.org.uk
Stonewall: www.stonewall.org.uk
Think U Know: www.thinkuknow.co.uk
The Diana Award: www.diana-award.org.uk
UK Safer Internet Centre: www.saferinternet.org.uk
Victim Support: www.victimsupport.org.uk
Young Minds: www.youngminds.org.uk
Young Carers: www.youngcarers.net

This policy operates in conjunction with:

Expectations policy
States of Guernsey: dealing with bullying
KCSIE

Child Protection Policy

Acceptable Use Agreements

Equal Opportunities Policy

E-Safety Policy