

SEVENOAKS SCHOOL

ANTI-BULLYING POLICY

There is a continuum between teasing and bullying. Bullying, however, is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can have serious long-term impacts on those affected. It can take place between pupils, between pupils and staff or between staff. Bullying can be motivated by prejudice, by actual or perceived differences.

Bullying can be:

1. Physical

- Pushing
- Hitting
- Kicking
- threatening to do so

2. Verbal

- name calling
- sarcasm
- spreading rumours
- persistent teasing

3. Emotional

- Excluding
- hiding possessions
- threatening gestures
- humiliation

4. Racist, religious, cultural

- Taunting
- Graffiti
- gestures

5. Sexual

- unwanted physical contact
- comments
- homophobic abuse

6. Sexist

- imposing stereotypical images
- victimising someone because of their gender

7. Cyber (electronic/digital means)

- digitally through social network sites, mobile phones, text messages, photographs or other images, emails etc

8. Other

- e.g. related to SEN, disabilities

The School aims to create an ethos in which bullying is known to be unacceptable and all pupils are confident that reported instances of bullying will be investigated swiftly, sensitively and effectively by staff. Most Lower and Middle School Tutor Groups have a Prefect assigned to them as a Peer Helper.

If a pupil is being bullied or made unhappy/ uncomfortable they should tell their Peer Helper, Tutor, Divisional Head or the Pastoral Deputy Head or any member of staff they know and trust, or their parents who should inform the Tutor/Divisional Head.

The Tutor and Divisional Head will listen to what they have to say and agree what should be done next. Usually problems can be dealt with discreetly by discussing the matter with the other person, and keeping all parents, as appropriate, informed. All instances of bullying must be referred to the Pastoral Deputy Head.

When a case of bullying has been dealt with, the tutor and Divisional Head will speak to the pupil about 2 weeks later and again the following half-term. If the matter is unresolved the matter will be dealt with more severely. Sanctions will depend on the severity of the bullying and the ages of those involved, ranging from a letter home and Divisional Heads' detention to expulsion in the case of intimidation and persistent bullying.

Differences such as ethnicity, gender or sexuality which can motivate bullying are openly discussed and pupils are made aware that bullying is unacceptable through assemblies, Tutor groups, PSD, Internet Safety Week, curriculum opportunities in e.g. language lessons and Friday 4 lectures; a pupil-friendly version of this policy is on the pupil portal. The policy is referred to in the New Parents' Handbook and it is also in the Staff Handbook. In addition, bullying is occasionally raised and discussed at staff meetings. Feedback is received from pupils informally and through occasional pupil questionnaires.

The School's policy is based on Safe to Learn: Embedding anti-bullying work in schools, DCSF, revised November 2007 and has been revised to take into account *Preventing and Tackling Bullying* DfE Advice 26 April 2011.