



Anti-bullying and Respect policy

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Anti-bullying and respect policy

What is bullying?

Bullying can be defined as a physical, psychological or verbal attack against an individual or group of individuals by a person or group of persons, causing physical or psychological harm to the victim. It is usually conscious and wilful and commonly consists of repeated acts of aggression and/or manipulation. It can take a number of forms - both physical and non-physical, either in combination or in isolation. Any bullying, whether physical or non-physical may result in lasting psychological damage to the individual. For the purpose of this policy we will use this definition of bullying:

'Bullying is a deliberately hurtful act by an individual or group, usually repeated over a period of time. It often involves an abuse of power or use of intimidation and can affect an individual or group. Bullying isn't when children and people of similar age and size find themselves in conflict, without an imbalance of power or use of intimidation'

White Trees Independent School aims to provide a safe and calm environment that is free from disruption where learning is the primary focus, and where this anti-bullying and respect policy impacts positively. The ethos of White Trees Independent School is based upon respect for self and others; and in developing a respect for difference and diversity and celebrating its contribution to our lives, we aim to reduce incidents of bullying.

SECTION 1

Legislation:

White Trees Independent School has based its anti-bullying policy on the Equality Act 2010, which replaces previous anti-discriminatory laws. A key provision is a new public sector Equality Duty whose three aims form the basis for this policy:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it.

White Trees Independent School will not discriminate against, harass or victimise a student or potential students in relation to admissions, the way it provides education for students, provision of student access to any benefit, facility or service, or by excluding a student or subjecting them to any other detriment.



Safeguarding children and young people [see also Confidentiality policy]

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

Even where safeguarding is not considered to be an issue, White Trees Independent School will draw on a range of internal [consulting Educational psychologist] and external services to support a student who is experiencing bullying, or tackle any underlying issues which have contributed to a student being the perpetrator of bullying, or a bystander.

Criminal law

Although bullying itself is not a specific criminal offence in the UK, White Trees Independent School understands that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If the School feels that there has been a crime committed, police assistance will be sought.

SECTION 2

Specific bullying:

Bullying outside school premises

White Trees Independent School has a specific statutory power to discipline students for poor behaviour outside the school premises. This can relate to any bullying incidents occurring anywhere off the school premises, such as on the school or public transport, outside local shops, or in the village centre. Where bullying outside the school premises is reported to the School Manager, it will be investigated and acted upon according to the school protocols. If appropriate the Police or local authority anti-social behaviour coordinator will be informed of the actions taken by the school. If the behaviour could be considered as criminal behaviour or poses a serious threat to a member of the public, we will always inform the Police.

Cyber bullying

The School is aware of the rapid development of, and widespread access to, technology. This new technology has provided a new medium for 'virtual bullying', which can occur in or outside school. The



School will deal with these incidents quickly and ensure that students, staff and others are aware of our measures when it comes to students bullying. The aim will be to show that this behaviour can cause harm and distress, yet at the same time trying to seek out the root causes and teach skills for managing conflict and developing respect. Any measures will be applied fairly, consistently, and taking reasonable account of any special educational needs or disabilities that the student may have, and also taking into account the needs of vulnerable students.

SECTION 3

Active ways to prevent bullying:

White Trees Independent School will:

- Consider the motivation behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case the student engaging in bullying behaviour will be given support
- Create an ethos of good behaviour where students treat each other and the school staff with respect because they know that this is the right way to behave
- Have a consulting Educational psychologist dealing both with specific issues, and offering systemic interventions and training
- Involve parents and carers to ensure that they are clear that the school does not tolerate bullying, and that they are aware of the procedures to follow if they believe that their child is being bullied. Parents must feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the student, and reinforces the value of good behaviour at home
- Involve students so that all students understand that the school's approach and that they are clear about the part they play in preventing bullying, including when they themselves are bystanders
- Regularly evaluate and update the school's approach to take account of developments in technology.
- Implement disciplinary sanctions so that the consequences of bullying reflect the seriousness of the incident, and that others see that bullying is not acceptable.
- Openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. The school will also teach students that use of prejudice based language is unacceptable
- Use specific organisations or resources for help with specific problems, drawing on the experience and expertise of the consulting Educational Psychologist and/or where appropriate, anti-bullying organisations to deal with certain forms of bullying. We will work with the Healthy schools coordinator for Essex to ensure appropriate information.



- Provide effective staff training via the consulting educational Psychologist and School Manager so that all staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to solve problems, and where to seek support
- Work with the wider community such as the Police and Children's Services where bullying is particularly serious or persistent, and where a criminal offence may have been committed. The School will also work with other agencies and the wider community to tackle bullying that is happening outside school
- Make it easier for student to report bullying so that they are assured that they will be listened to and incidents acted on. Students at White Trees Independent School will feel that they can report bullying which may have occurred outside school including cyber bullying
- Create an inclusive environment. White Trees Independent School will create a safe environment where students can openly discuss the cause of their bullying without fear of further bullying or discrimination
- White Trees Independent School will include positive ideas and approaches to create a positive school ethos, and thus celebrate success
- Ensure that within the school curriculum there are varied opportunities for students to develop healthy attitudes towards differences, practice skills of empathy and experience Restorative Justice. This will be particularly in PSHEE and citizenship, but will underpin all curriculum areas
- Allow students to undertake the role of lead members of the school community in developing a tolerant attitude
- The School council will take the lead in developing this policy further.