



ANTI-BULLYING POLICY

To be reviewed and approved by the Governing Body on	13th October 2020
Review by	13th October 2021

1 Principles

We value the wellbeing of every member of our community at the East London Science School including teachers, support staff, volunteers and pupils. We expect everyone in the community to treat each other with courtesy and respect. We expect everyone to be able to make the most of their time at the school unhindered by the behaviour of others. Our ethos is built on mutual respect and hard work in which everyone is striving for success. If any individual steps outside of this ethos and engages in behaviour likely to be seen as bullying by their victim it is a serious breach of our ethos and will invoke a swift and strong response.

2 Definition of bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group of people. Bullying can take many forms inclusive of cyber-bullying via messages or social media. It is a pattern of repeated behaviour which is usually unprovoked. It is important to differentiate between bullying and the more common arguments or disagreements between pupils.

Bullying can include:

- Physical - Pushing and shoving, tripping up, kicking, or any kind of violence.
- Emotional - Humiliating someone, name calling, using insulting names or comments.
- Driven by a prejudice - This might be homophobia, racism, or victimising those who have special needs or disabilities. It may be picking on a student because they are cared for away from home or it may be picking on a student who cares for a sick relative.
- Indirect - Spreading rumours whether true or not.
- Cyber bullying - any form of bullying using a mobile phone, social media or email.

It may also be bullying when:

- Someone makes threats of violence or acts of violence against someone else.
- Someone damages or steals someone else's personal property.
- Someone pressurises another to do something sexual they do not want to do.

Staff should always take seriously concerns about behaviour that could be construed as bullying even if they are unsure.

Bullying can seriously damage a pupil's confidence and sense of self-worth, and they will often feel that they are at fault in some way. Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

3 Prevention

At ELSS we take the matter of bullying very seriously. We aim to prevent any bullying by using the following strategies;

- Creating an ethos where pupils feel open to discuss problems with staff
- Involving pupils in discussions around bullying.
- Through year group assemblies

- Early intervention from staff members
- Form tutor guidance
- We address the nature and implications of bullying through our programmes in Ethics
- Discussions of concerns in weekly pastoral meeting
- Monitoring break and lunch
- Promotion of positive social behaviour.
- Promotion of self-confidence.

4 The role of the pupils

If a pupil feels like they are being bullied or has witnessed anything they are worried would be considered bullying they must always inform an adult. This could be their teacher, form tutor, head of year or any other adult within the school. They could also inform an adult at home who in turn should contact the school. It is important to inform someone if the bullying continues after intervention by the school.

Any action which is taken will take careful account of the needs of both the victim of any bullying and any pupil which has partaken in bully behaviour. As a school we aim to ensure we prevent and stop any bullying to pupils while also educating and reforming pupils who have been involved in the bullying.

5 The role of staff

Every appropriate opportunity should be taken to remind pupils of the definition and meaning of bullying which the School has adopted.

All staff must be alert to the possibility that bullying may occur at any time and any place. Staff should be sensitive to changes in behaviour, mood, and patterned absenteeism. If you believe you have noticed such a pattern emerging this should be highlighted to the Head of Year.

A particular concern is the use of inappropriate language which can be identified as potentially racist or homophobic or challenging in another way. Care should be taken not to overestimate the intent of the perpetrator. Whilst it is of great importance that such language should be challenged immediately, it should be recognised that the intent to cause distress is often not as serious as might be understood by an adult. The reaction to such incidents should involve the education of the pupil uttering such language as to why their language is inappropriate and likely to cause offence. No pupil should be punished without understanding fully the consequences of their actions and how to avoid the situation that caused the problem in the first instance. However, repeat offenders should then be told that they risk being identified as a bully in line with the definition already explained.

It must be made clear to the pupil that any conversation that implies action must be taken cannot remain in confidence. This implies a degree of sensitivity on the part of staff and a clear explanation of what will happen following the conversation.

All reports of bullying will be investigated by members of staff. Any consequences which need to be given will be in line with the ELSS Scholarly Behaviour Policy.

Once the situation has been dealt with Form tutors and Head of Year should monitor any situation to ensure repetition does not occur.

6 The role of parents

Any parents who are concerned about anything that has occurred within the school should contact the relevant Head of Year. It is important to note in signs such as not wanting to attend school, changes in friendships, becoming withdrawn. Learn how to use any devices which your child may have access to and familiarise yourself with online safety measures your child should take. Encourage your child to discuss their concerns and ensure they avoid retaliation. We would expect all parents to support the school in dealing with any bullying issues.