ANTI BULLYING POLICY

2026- 2027

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Equality Statement

Wrotham School promotes equality of opportunity. We are committed to take a positive stand to ensure all

stakeholders have a right to equality of opportunity and achievement regardless of race and ethnicity, faith,

belief and religion, disability and access, age, gender identification, sexual orientation, and marital status.

Equality of opportunity is related to all areas of the school's work and is a fundamental aspect of the ethos of the school.

OUR ETHOS

We share the beliefs of the Anti-Bullying alliance when stating that Wrotham School:

- believes bullying in any form is wrong and should not be tolerated, and that any environment that encourages bullying, or shows indifference to prejudice and discrimination is unacceptable;
- believes bullying is a behaviour choice and that anyone can be encouraged to change their behaviour;
- respects difference and welcome diversity in our children, young people and in society in general, and believe our work should be inclusive of all;
- believes children and young people should have the right to feel safe, secure and valued, and that creating a safe environment and dealing with bullying is our shared responsibility;
- believes children and young people should actively participate in decisions that affect them and should be supported in taking responsibility for their choices and subsequent actions;
- supports a range of positive strategies to deal with bullying and actively challenge the use of humiliation, fear, ridicule and other similar approaches to reduce bullying;
- Believes that people should be treated with respect and courtesy.

This policy is designed to be clear, uncomplicated, and unapologetic in its approach to tackling bullying and allegations of bullying.

If you are concerned about bullying at any time, you can email the following address and be confident you will receive a quick response.

Reportbullying@wrotham.kent.sch.uk

SAFEGUARDING AND REPORTING CONCERNS FOR A CHILD

If you have any concern for the safety or welfare of a child, then it is important you report this immediately to the school using the following address:

safeguarding@wrotham.kent.sch.uk

The government guidance on and laws related to bullying can be found here: https://www.gov.uk/bullying-at-school

HOW TO REPORT BULLYING?

- If you feel you are being bullied and would like to report this or speak to someone you can do any of the following:
- Speak to or contact your Progress Tutor
- Speak to or contact your Head of Year
- Speak to or contact a member of staff you trust and have a good relationship with.
- Speak to a member of the school leadership team or the Headteacher
- Speak to a member of our Inclusion and Welfare Support Team (The LINK team).
- Speak to your parents or a family member you trust to help you report this.
- Via our website using the report bullying email link. **Reportbullying@wrotham.kent.sch.uk**

The school ensures that it regularly updates parents via letters home and our website regarding our bullying strategy, policy and expectations including cyber bullying and how/ where this can occur.

<u>WHAT WILL THE SCHOOL DO TO WHEN YOU REPORT BULLYING?</u>

STAGE ONE

- The school will listen to your views and wishes in a caring and supportive way.

- The school will investigate any concerns that you report including speaking to other students involved to establish what has happened.

- The school will listen carefully to your wishes and take all appropriate actions to keep you safe and looked after during any investigation.

STAGE TWO

Once we have established that bullying has taken place, we will look to ensure the following happens:

- Any behaviour which has broken the school rules is sanctioned in line with our behaviour policy.

- We will then advise that a repair and rebuild meeting takes place, supervised by a specialist member of staff, in which a restorative conversation is held with the aim of apologies being made and an agreement formed on how to move forward.

- At this stage it may well be that both students feel they can go forward without further agreement and as friends with issues now resolved.

- If we are not able to hold a restorative meeting then agreements will be made in individual meetings with parents present.

- We call this agreement a “line in the sand”, if this agreed line is crossed then serious sanctions will be applied.

- If agreement cannot be found then the school will direct this “line in the sand” expectation using our own professional judgment and authority.

STAGE THREE

- The school will monitor the agreement and ensure that all involved are following the plan made.

- If students breach the “line in the sand” agreement we consider this to be a serious issue and this will be considered persistent/ serious bullying. This will lead to serious consequences such as exclusion from school. This is likely to include the risk of fixed term or permanent exclusion from school.

WHAT IS A “LINE IN THE SAND” AGREEMENT?

Bullying is often more complex than it would first seem and sometimes starts with one off social issues or disagreement which cause distress and upset. Other times it is simply a repeated and unprovoked case of someone being nasty and unpleasant to someone else. Often bullying starts within friendship groups.

Either way, it needs to be resolved so that all involved can come to school feeling safe, happy and ready to learn. To achieve this, the school must make its expectations clear regarding conduct.

A line in the sand agreement is where both parties agree to a set of expectations that will eliminate the bullying or disagreement between individuals or groups of students.

For example, it might be agreed that 2 students will avoid speaking to each other or will not contact/ add each other on social media.

Once this “line in the sand” has been agreed then it is made clear that all parties agree not to cross this line and are made aware of the serious consequences that follow. That way, if anyone does not conform to this agreement, they are clearly making a choice to bully or intimidate the other child and can be very clear that the sanction will be serious.

Once agreed, a line in the sand is non-negotiable, and students do not get a second chance to comply with this following the agreement being made.

A line in the sand agreement is communicated to parents of all students involved so they can support their child with this process.

WHAT IS BULLYING?

The Anti- Bullying alliance defines bullying as:

“Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”.

There are four key elements to this definition:

- hurtful

- repetition

- power imbalance

- intentional

The Government describes bullying as:

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation
- It takes many forms and can include:
- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)
- From our experience at Wrotham School, Bullying can take place in person or online – when bullying takes place online it is referred to as cyber bullying.
- More often than not – bullying takes place repeatedly over a period of time.
- Bullying often starts and gathers momentum online on social media.
- Bullying can be both physical and emotional.
- Often bullying involves groups of students "ganging up" on others.
- Bullying is rarely, if ever, provoked; it is always unwanted and persistent
- Bullying has a serious and sustained impact on a child's mental health and wellbeing.

What probably isn't bullying?

"One off" conflicts are rarely bullying – these include basic and simple arguments, fallings out, disagreements, changes of friendship groups that happen naturally over time and normal day to day events that are isolated and unintentional such as picking sports teams or spending time with other friends. Bickering, isolated incidents of arguing. A physical altercation may not always be bullying depending on the situation, what caused it and the individual's role in this.

A “one off” incident where the other party recognises their behaviour was wrong, apologises and corrects this and it does not happen again is not bullying.

This doesn’t mean the person feeling bullied doesn’t feel bad – they do, but this can be supported and helped in other more appropriate ways.

RAISING FURTHER CONCERN

If you are not happy with the outcome of an investigation or outcome regarding bullying at school or if you wish to make any complaint/ raise concern you can do so via our complaints policy. This will ensure your concerns are heard, reviewed and responded to formally at an appropriate level.

This can be found here:

https://www.wrothamschool.com/wp-content/uploads/2021/06/CET-Complaints-Policy

EXTERNAL CONTACTS/ SUPPORT

Outside agencies who can offer general support are:

Childline: 0800 1111

NSPCC: 0800 800 5000

Samaritans: 08457 90 90 90

Anti-Bullying Specific Support

Anti-Bullying Alliance www.anti-bullyingalliance.org.uk Advice and help for parents and children

Anti-Bullying from the Diana Award www.antibullyingpro.com Support Anti-Bullying ambassador training

Advice for parents and children about dealing with bullying.

Bullying UK

www.bullying.co.uk Telephone: 0808 800 2222 Advice and help for parents and children Cyberbullying Support

ChildNet International: www.childnet.com Specialist resources for young people to raise awareness of online safety and how to protect themselves. Website specifically includes new cyberbullying guidance and a practical PSHE toolkit for schools.

Digizen: www.digizen.org provides online safety information for educators, parents, carers and young people. Internet Matters: provides help to keep children safe in the digital world.

Direct Gov: https://www.gov.uk/bullying-at-school Information for young people on cyberbullying, bullying on social networks, Internet and email bullying, bullying on mobile phones, bullying at school, what to do about bullying, and information and advice for people who are bullying others and want to stop.

EACH : http://each.education/homophobic-transphobic-helpline EACH has a Freephone Helpline for children experiencing homophobic, biphobic or transphobic bullying or harassment: 0808 1000 143. It's open Monday to Friday 10am-5pm.

Victim Support: They offer support to young people affected by crime. Their Children and Young People's (CYP) Service also deals with cases of bullying; offering advice and working with professionals to ensure young people get the support they need. You can call their Support line for free on 08 08 16 89 111.

Think U Know: www.thinkuknow.co.uk resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.

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