



Anti-Bullying Policy

2023-2025

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Anti-Bullying Policy

Day Waterman College is committed to providing a caring, friendly, and safe environment for all of our students so they can learn in a relaxed and secure environment. Day Waterman College seeks to prevent bullying by raising awareness of bullying amongst students and staff and informing all members of the community what to do if bullying occurs.

Our focus is on promoting kindness within our community which will be further supported by the introduction of a kindness ambassadors and pupil mentoring programme.

Bullying of any kind is unacceptable at the College.

If bullying does occur, all students and staff should be able to seek help and to know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to report the same to a member of the teaching staff. It is important for students to approach a trusted member of staff and for staff to approach a trusted colleague in order to express their concerns.

What is Bullying?

Bullying is the use of anti-social behaviour with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be:

Emotional:	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
Physical:	Pushing, kicking, hitting, punching, or any use of violence.
Racial:	Racial taunts, graffiti, gestures
Religious Intolerance:	Mocking, belittling, or insulting others for their beliefs.
Sexual:	Unwanted physical contact or sexually abusive comments
Homophobic:	Focussing on the issue of individual sexuality.
Verbal :	Name-calling, sarcasm, spreading rumours, teasing, etc.

Why it is Important to Respond to Bullying

Bullying not only hurts, it is insidious and undermines both the victim and the school community at large. No one should be a victim of bullying. Everyone has a right to be treated with respect. Students who are bullied have the right to access and receive effective support. Students who are bullying need to learn different and more acceptable ways of behaving.

Objectives of this Policy

To ensure that:

- All governors, teaching and non-teaching staff, students and parents have an understanding of what it is that manifests bullying.
- All governors and teaching and support staff know what the school policy is on bullying and follow it when bullying is reported.
- All students and parents know what the school policy is on bullying and what they should do if bullying arises.
- Students and parents should be assured that they will be fully supported when bullying is reported.
- Quite simply, bullying will **not** be tolerated.

Signs and Symptoms

A child may indicate, by signs or behaviour, that s/he is being bullied. Adults should be aware of these possible signs, and that they should investigate if a child:

- Is distressed when returning to school
- Becomes withdrawn or anxious, or lacking in confidence
- Starts stammering
- Attempts to run away
- Cries themselves to sleep at night, or has nightmares
- Feels ill in the mornings
- Begins to do poorly in school work
- Has possessions which go “missing”
- Asks for money or starts stealing money (to pay the bully)
- Has unexplained cuts or bruises
- Misses meals, stops eating, etc.
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Is frightened to say what’s wrong
- Spontaneous out-of-character comments about either students or teachers
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility, and be investigated.

What to Do If A Child Is Being Bullied

- Discuss the experience with the student to find out the precise details of what has happened
- Reassure her/him that you and the school will help
- Discuss with child what to do next – he may be able to suggest strategies for dealing with it.

- Encourage your child to tell a suitable adult. This is likely to be a member of their boarding house.
- Contact the school as soon as possible
- Follow-up to ensure that the matter is dealt with and resolved

What to Tell A Child to Do If Someone They Know Is Being Bullied

- Tell their House Parent or a Vice Principal (privately if necessary)
- Tell his/her parents – they will contact the school
- Talk to the person who is being bullied – you may be able to help her/him
- Reject bullying behaviour among your friends – tell them that it is wrong to bully
- Help the bullied person to get away from the situation
- Know and follow the school code of conduct

What to Tell A Child to Do If Being Bullied

- Tell the House Parent or Assistant House Parent immediately
- Tell your parents if you are being bullied
- Tell a friend about what is happening
- Help the House Parent to investigate it
- Tell the bully to stop

All reported incidents must be taken seriously and documented using the attached forms in Annex 1.

Procedures

- Bullying incidents must be reported to staff as soon as they occur. Members of staff will report bullying incidents using the My Concern Platform. Students and parents can use the My Voice platform. The DSL and DDSL will triage all cases of bullying reported on either platform.
- Any student found to have been bullying another will, in the first instance be dealt with by the House Parent working with the DSL, DDSL and the Vice Principal Pastoral.
- Parents will be informed and may be asked to attend a meeting to discuss the problem.
- The bullying behaviour, or threats of bullying, will be investigated and the bullying addressed as quickly as possible.
- An attempt will be made to help the bully (bullies) change their behaviour.
- A repetition of any sort of bullying will lead to suspension from DWC, and even expulsion if this is deemed appropriate for the good of the school community.
- All incidents of bullying will be recorded.

Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- Peer counselling for those responsible for bullying – i.e. by responsible members of the student community.
- In serious cases, suspension or even expulsion will be considered.
- If possible, the students will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

The College has in place a pastoral care and guidance system to ensure that each student can always find the support, help and counselling that he/she needs. Each student can access relevant support from a designated tutor, a House Parent, a Head of Boarding, a College Counsellor, with female members of staff to look after the girls at the school.

Education through Personal Social Health Education (PSHE) is an integral part of the whole-school curriculum. The school using the Flourishing at School Wellbeing survey to help students take control of their own wellbeing. Pastoral care is carefully organised and taken as seriously as the academic programme. Indeed, the caring and supportive ethos of Day Waterman College underpins all that the College does.

External Support

- DfE Behaviour and Discipline in Schools
- Guidance Mental health and behaviour in school's advice for school staff
- Counselling in schools a blueprint for the future: advice for school leaders and counsellors
- Keeping Children Safe in Education (KCSIE)
- Working together to safeguard children
- Specialist organisations provide support for schools and parents dealing with specific bullying issues including the social, mental or emotional affects caused by bullying.
- The Anti-Bullying Alliance (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues. The ABA has also put together a fact sheet outlining the range of support that is available to schools and young people from the anti-bullying sector which can be accessed [here](#).
- The Diana Award: Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.
- Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

- The BIG Award: The Bullying Intervention Group (BIG) offer a national scheme and award for schools to tackle bullying effectively.
- Restorative Justice Council: Includes best practice guidance for practitioners 2011. 17
- Cyber-bullying and online safety
- ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves. Website specifically includes new cyber-bullying guidance and a practical PSHE toolkit for schools.
- Digizen: provides online safety information for educators, parents, carers and young people. Internet Matters: provides help to keep children safe in the digital world.
- Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers. The UK Council for Child Internet Safety (UKCCIS) has produced a range of resources for schools, colleges and parents about how to keep children safe online, this includes advice for schools and colleges on responding to incidents of 'sexting.'
- SEND Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people. Changing Faces: Provide online resources and training to schools on bullying because of physical difference.
- Cyberbullying and children and young people with SEN and disabilities:
- Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying practice. Anti-bullying Alliance SEND programme of resources: Advice provided by the Anti-bullying Alliance for school staff and parents on issues related to SEND and bullying. Information, Advice and Support Service Network: Every Local area has an information, advice and support service, providing information, advice and support to disabled children and young people, and those with SEN, and their parents.
- Mental health MindEd: Provides a free online training tool for adults that is also available to schools. It can be used to help school staff learn more about children and young people's mental health problems. It provides simple, clear guidance on mental health and includes information on identifying, understanding and supporting children who are bullied. PSHE Association – guidance and lesson plans on improving the teaching of mental health issues
- Race, religion and nationality
- Anne Frank Trust: Runs a school's project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.
- Educate Against Hate provides teachers, parents and school leaders practical advice and information on protecting children from extremism and radicalisation.
- Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism.
- Kick It Out: Uses the appeal of football to educate young people about racism and provide education packs for schools.
- Sexual harassment and sexual bullying
- Ending Violence Against Women and Girls (EVAW): A Guide for Schools. This guide from the End Violence Against Women Coalition sets out the different forms of abuse to support education staff to understand violence and abuse of girls, warning signs to look for, and how to get your whole school working towards preventing abuse.

- Disrespect No Body: a Home Office led campaign which helps young people understand what a healthy relationship is. This website includes teaching materials to be used in the classroom.
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying.

NOTE:

The policy will be reviewed by the Board of Governors in consultation with the Leadership Team every two years, and then as part of the whole college policy review process.

DHGowen
School Principal
September 2023
Next Review: September 2025
