



THE FULHAM BOYS SCHOOL

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Revisions Table

Version	Date	Description of Change
Summer 2020	Summer 2020	Items amended: 3.4, 8.2, 13.1-13.4, 13.8, 15.4, 15.4.4, 15.4.6, 16.2.6

The master copy of this document can be found on the FBS Google Drive, under the "Policies" folder. This is one of a number of policies that are reviewed by the Governing Body, the full list can be found on the FBS Google Drive in the Policies Folder. Minor revisions that just adjust factual items (eg contact details / names) can be made by the author without formal review, and must be recorded in the Revisions table above. Revisions table front sheet was added to all policies during policy review of Summer 2018.



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ANTI-BULLYING POLICY

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1. INTRODUCTION

1.1 This Policy will be interpreted in line with the Christian values and ethos of the school and must be read consistently with all other material policies of the School. For the purposes of all School policies please refer to the definitions guide (not all defined terms will be material to all policies or the procedures authorised by the governing body under it)

1.2 Bullying is unacceptable at The Fulham Boys School and will not be tolerated.

1.3 Bullying contradicts our Christian beliefs.

1.4 Every allegation of bullying will be seriously investigated.

1.5 The school will take note of bullying perpetrated outside school which spills over into school and will do what is reasonably practicable in this situation.

1.6 All staff, boys and parents should be aware of the negative effects that bullying can have on individuals and the school in general, and should work towards ensuring that boys can work in an environment without fear.

1.7 We recognise that to allow or condone bullying may lead to consideration under safeguarding /child protection procedures.

2. POLICY AIMS

2.1 To demonstrate that the school takes genuine bullying seriously.

2.2 To take measures to prevent all forms of bullying in the school and during off-site activities.

2.3 To support everyone in their actions to identify and protect those who might be bullied.

2.4 To demonstrate to all that the safety and happiness of boys is enhanced by dealing positively with bullying.

2.5 To promote an environment where it is regarded as normal and healthy to tell someone about bullying.

2.6 To promote positive attitudes in our boys.

2.7 To reassure parents that any concerns expressed will be treated seriously and appropriate measures taken.

3. RESPONSIBILITIES

- 3.1 The Headmaster has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students.
- 3.2 All Staff know the policy and procedures.
- 3.3 SLT will be responsible for arranging a programme of staff development, which will include anti-bullying strategies.
- 3.4 All incidents related to potential bullying must be recorded and reported by staff members using iSAMS Wellbeing Manager module.
- 3.5 The Headmaster will make an annual report to the Governing Body.

4. ANTI-BULLYING EDUCATION IN THE CURRICULUM

- 4.1 The school will raise the awareness of the anti-social nature of bullying through its PSHCE programme, school assemblies, the school council, use of tutorial time and in programmes of study as appropriate.

PROCEDURE

5. WHAT WE MEAN BY BULLYING AT FBS

- 5.1 Bullying is deliberately hurtful behaviour, whether physical or psychological, repeated over a period of time, where it is difficult for those being bullied to defend themselves.
- 5.2 Bullying:
 - 5.2.1 involves aggression (deliberate)
 - 5.2.2 unequal power relationship
 - 5.2.3 results in pain and distress
 - 5.2.4 is persistent
- 5.3 Bullying can be:
 - 5.3.1 physical
 - 5.3.2 verbal
 - 5.3.3 social
 - 5.3.4 psychological
 - 5.3.5 cyber
 - 5.3.6 inter-relationship between classes/groups

6. THE GOVERNING BODY

6.1 The Governing Body's Education Committee will discuss, review and endorse agreed strategies as necessary, and will carefully consider the Headmaster's annual report on the working of this policy.

7. THE HEADMASTER

7.1 The Headmaster will:

- 7.1.1 ensure that all staff have an opportunity of discussing strategies and reviewing them
- 7.1.2 determine the strategies and procedures
- 7.1.3 discuss development of the strategies with the Leadership Team
- 7.1.4 ensure appropriate training is available
- 7.1.5 ensure that the procedures are brought to the attention of all staff, parents and boys
- 7.1.6 report annually to the governing body

8. PASTORAL TEAM

8.1 The Pastoral Team will:

- 8.1.1 be responsible for the day-to-day management of the policy and systems
- 8.1.2 ensure that there are positive strategies and procedures in place to help both the bullied and bullies
- 8.1.3 keep their SLT line manager and the Headmaster informed of incidents
- 8.1.4 determine how best to involve parents in the solution of individual problems
- 8.1.5 Key pastoral staff at the school will be asked to provide written reports to the Headteacher on a termly basis that will provide an overview of a range of behaviour related trends (including bullying).
- 8.1.6 be responsible for ensuring that the school's positive strategies are put into practice
- 8.1.7 know the school's procedure and deal with any incidents that are reported

8.2 The Pastoral Team includes a member of SLT, the Heads of House, School Chaplain, SENCo and PEPSO.

9. FORM TUTORS

9.1 Form Tutors will:

- 9.1.1 be responsible for liaising with the Heads of House over all incidents involving boys in their form
- 9.1.2 be involved in any agreed strategy to achieve a solution
- 9.1.3 take part in the anti-bullying programme in the PSHCE course

10. ALL STAFF

10.1 All Staff will:

- 10.1.1 be observant and when appropriate ask boys what is happening to them
- 10.1.2 deal with incidents according to the policy
- 10.1.3 never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity
- 10.1.4 participate in the PSHCE course

11. ANTI-BULLYING EDUCATION IN THE CURRICULUM

- 11.1 The Chaplain, in conjunction with the pastoral team, is responsible for developing an anti-bullying programme as part of the PSHCE course.

12. SIGNS OF BULLYING

- 12.1 Boys who are being bullied may show changes in behaviour, e.g. becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be changes in work patterns, a lack of concentration, or truancy.
- 12.2 All staff should be aware of these signs and report promptly any suspicions of bullying to the Head of House.
- 12.3 Boys will be encouraged to report incidents of bullying.

13. DEALING WITH INCIDENTS

- 13.1 If bullying is suspected or reported, the incident will be reported by the staff member on iSAMS Wellbeing Manager to be considered by the relevant Head of House and a member of SLT.
- 13.2 The school takes allegations of bullying between students in or out of school (including online) very seriously and will deal with accusations of bullying between students off site in the same way as if the bullying had taken place in school
- 13.3 The Head of House will interview all the parties and make a record, as well as getting written statements from all those alleged to be involved as well as a range of witnesses.
- 13.4 The Form Tutor and staff teaching the bullied student will be informed of the concerns by the pupils Head of House.

- 13.5 The Head of House will determine, in consultation with their SLT line manager, the appropriate strategy and plan of action to combat the bullying.
- 13.6 The Head of House will oversee the implementation of the strategy.
- 13.7 Parents will be kept informed by the Head of House or designated member of SLT.
- 13.8 Any sanctions against the bullies will be determined by the Head of House in consultation with their SLT line manager. In the most serious cases of bullying the Headmaster will be involved in decision making in relation to sanctions.

14. BULLIED BOYS

- 14.1 Staff who deal with boys who have been bullied must always offer reassurance.
- 14.2 Boys who have been bullied will be given support determined by the Head of House in consultation with the boy.

15. BULLIES

- 15.1 Changing the attitude and behaviour of bullies will be part of the responsibility of the positive procedures used by the school (see point 14).
- 15.2 However, the school recognises that sanctions will also have to be used against bullies.
- 15.3 Any of the school's formal sanctions can be used against bullies as appropriate (see Behaviour Policy)
- 15.4 There needs to be a graduated scale of response, which may include:
 - 15.4.1 Warning to student and phone call home to parents/carers
 - 15.4.2 Detentions
 - 15.4.3 Parents invited in for meeting
 - 15.4.4 Internal Exclusion
 - 15.4.5 Fixed Term Exclusion
 - 15.4.6 Permanent Exclusion
- 15.5 For persistent offenders or incidents considered as serious acts of aggression a boy could be permanently excluded.

16. STRATEGIES FOR DEALING WITH BULLYING

- 16.1 The school realises that there is no single strategy that can be applied to bullying. Therefore it is necessary to have a range of strategies available that may be implemented when appropriate.
- 16.2 The following strategies may be employed:
- 16.2.1 Curriculum Approaches – cross-curricular work beyond PSHCE
 - 16.2.2 Guardian buddy system
 - 16.2.3 Consultation with School Council
 - 16.2.4 Mediation by adults
 - 16.2.5 Working with external agencies
 - 16.2.6 Creating Pastoral Support Plans (to support behaviour of bullies)
- 16.3 The school acknowledges that there may be occasions where tougher action is needed to help solve bullying problems (see point 13).
- 16.4 The school is prepared in appropriate cases to arrange counselling for both bullies and the bullied.

17. INVOLVEMENT OF PARENTS

- 17.1 Parents, as well as all staff and boys, should know that the school does not tolerate bullying, and takes a positive approach to educating boys to combat it.
- 17.2 Parents of boys who are being bullied and parents of the bullies will be involved in the solution to the problem as deemed appropriate by the relevant Head of House in consultation with the their SLT line manager.
- 17.3 Parents will be informed of the policy and procedures and the possibility of permanent exclusion following gross acts of bullying.

18. INVOLVEMENT OF BOYS

- 18.1 Boys will be involved in the positive strategies both through the School Council and tutor groups. Students will have an input into the PSHCE anti-bullying programme, and will be consulted on how it could be developed.
- 18.2 Guardians of FBS will be selected and used as student pastoral leads to identify and support at risk individuals and suggest buddy/ mentor pairings.

- 18.3 Lead Guardians will feedback to the Head of House coordinating the Guardians fortnightly meetings with general trends, prevention strategies and individual cases that require further intervention.
- 18.4 The school will place great significance on its student Guardians scheme which aims to provide a means for boys to discuss and tackle low level bullying problems before they become matters of major concern. This scheme will develop as the school grows.
- 18.5 The programme will also consist of educating boys in how to cope with bullying.

19. TRAINING

- 19.1 Training will be given to the school's Student Guardians.

20. REPORTING, RECORDING AND REVIEWING

- 20.1 Heads of Houses will keep all reports of serious incidents (using the school's MIS system).
- 20.2 Recommendations for change to effect improvement will be made and enacted annually.