



## Anti-Bullying Policy (including Cyber Bullying and Anti Sexual Bullying)

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THIS POLICY APPLIES TO MILLFIELD SCHOOL

At Millfield School we believe that every single child has the right to learn in a school environment, free from bullying of any kind and in which they feel safe and supported. Bullying of any kind is deemed unacceptable and will always be treated seriously and acted upon.

This policy should be read in conjunction with the Behaviour Policy, the Safeguarding policy (including Prevent) and the Code of Conduct. This policy has been written with due regard made to DfE “Cyberbullying – advice for head teachers and school staff” 2014, “Preventing and tackling bullying” October 2014/July 2017, Keeping Children Safe in Education 2019, Working Together to Safeguard Children 2019 and Sexual violence and sexual harassment between children in schools and colleges 2018, Teaching Online Safety in Schools 2019.

### DEFINITION OF BULLYING

Bullying is behaviour by an individual or group, usually **repeated** over time that **intentionally** hurts another individual or group either physically or emotionally.

Bullying includes:

- Verbal – for example name-calling, taunting, mocking,
- Physical – for example kicking, hitting, pushing, taking belongings,
- Cyber Bullying – text messaging, sexting, up-skirting, prank mobile calls and inappropriate use of social networking site (see Appendix 1)
- Emotional – for example excluding people from social groups and spreading hurtful and untruthful rumours
- Causing physical or emotional damage (which may cause psychological damage) to a student or group of students and can be motivated by prejudice on grounds of race, religion, violent extremism or radicalisation, culture, sexual orientation, gender, homophobia (including biphobic or transphobic bullying), disability and special educational needs or because a child is a looked after child or adopted or is in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Bullying can seriously damage a young person’s confidence and self-worth; it is the responsibility of **all staff** to actively support children who are being bullied and to act in a **supportive and confidential manner if a child approaches them with an allegation of bullying.**

**Bullying is not** when children have the odd argument, fall out or engage in a one-off tussle.

Bullying will be treated as a safeguarding / child protection concern when there is reasonable cause to believe that a child is suffering or likely to suffer significant harm. The School will then follow the Safeguarding policy.

## **OUR AIM**

1. To ensure children have a safe and secure environment where there is an understanding that bullying will not be tolerated.
2. To encourage and allow all our children the opportunity to be individuals and to express their own opinions without fear of ridicule.
3. To ensure that both children and parents understand the procedures that will be taken when an incident of bullying takes place.
4. To ensure that children feel listened to.

## **PREVENTION**

**As a school, we are always looking to reduce and eliminate any form of bullying in our community. This is not an exhaustive list but includes some of the strategies or approaches that we use:**

1. Through the ethos of the school, incorporating our School Code of Conduct.
2. Opportunities within the school curriculum – PSHEE, assemblies, workshops, visiting speakers and IT provision.
3. Pastoral – through Group Tutor and House Team (Housemaster/ mistress, Assistant Housemaster/ mistress, matron ) input to enable children to both express their views in a safe and controlled environment and to feel that their views and beliefs are valued; engaging children in dialogue on a regular basis.
4. Ensuring that the school environment is safe and that staff are aware of areas where problems may arise.
5. Student training e.g. Anti-Bullying and Wellbeing Mentors, prefects and Heads of House.
6. In Year 10 – 13 houses, the role of senior students in supporting new students is also highlighted. This supports aims to allow all students' access to members of the community who can help and support in a case of bullying
7. Through the on-going training of all our staff. So that the principles of the school policy are understood, legal responsibilities are known, action is defined to resolve and prevent problems and sources of support are known and available.
8. Openness and communication are often the most powerful ways in which to combat bullying and this should involve all members of the school community.
9. The children also have access to anonymous reporting services e.g the Sharp System which offer a confidential way to approach a member of staff or for the victim's friends to alert an adult to their concerns.
10. The children can also have access to Independent Listeners, Mental Health First Aiders, medical staff, the Chaplain or can self-refer to the School Counsellor. Access to outside agencies such as NSPCC and Childline are advertised in boarding houses, the Medical Centre and around the school.
11. Having clear disciplinary sanctions which reflect the seriousness of an incident and convey a deterrent effect amongst the school.

12. Having clear policies communicated to parents, students and staff, and creating an environment of good behaviour and respect.
13. The House Council, Year Council and School Council are avenues for students to make their feelings known on bullying within the school and also the school's approach to bullying. Meetings are regular and minutes kept and published.
14. Anti-bullying is addressed in whole school inset sessions, and as part of Millfield's induction. Heads of Year and Housemaster/mistress meetings are avenues for members of those committees to review the Anti-Bullying policy.
15. When there is a significant update of the Anti-Bullying policy, all staff receive a copy of the new policy.

## **ADVICE TO ALL ADULTS AND CHILDREN ON SIGNS OF BULLYING**

Changes in behaviour that may indicate that a student is being bullied include:

- Unwillingness to return to school
- Displays of excessive anxiety, becoming withdrawn or unusually quiet
- Failure to produce work, or producing unusually bad work, or work that appears to have been copied, interfered with or spoilt by others
- Books, bags and other belongings suddenly go missing or are damaged
- Change to established habits (e.g. giving up music lessons, change to accent or vocabulary)
- Diminished levels of self-confidence
- Frequent visits to the Medical Centre with symptoms such as stomach pains, headaches etc.
- Unexplained cuts and bruises
- Frequent absence, erratic attendance, late arrival to class
- Choosing the company of adults
- Displaying repressed body language and poor eye contact
- Difficulty in sleeping, experiencing nightmares etc.
- Talking of suicide or running away

Although there may be other causes for some of the above symptoms, a repetition of, or a combination of these possible signs of bullying should be investigated by parents and teachers.

Even if you are unsure, it is better to raise the issue with a responsible adult. We encourage parents to contact Millfield when they have concerns.

## **ADVICE TO PARENTS**

We place an extremely high value on our relationship with parents we believe that close communication between Home and School can enable us to deal with difficult situations as they arise. Bullying occurs in all schools and places of work from time to time. Parents should be aware that we do not tolerate any form of bullying at Millfield and we will always respond to reported incidents.

If a child shows any unusual behaviour or attitude, we would ask that parents discuss this with the School immediately. A parent's first line of contact is the child's Group Tutor or Housemaster/ mistress who will then liaise and discuss the issues/ concerns with the Head of Year or appropriate member of SLT (Assistant Head, Head of Middle School or Assistant Head, Head of Sixth Form). Similarly, if a child says that they are being bullied or that they know someone who is, parents should let us know **swiftly** so that we can take immediate/ appropriate action. We invite parents to communicate any concerns to us either about their child or others so as to avoid any potential for adults to be bystanders in children's lives.

## **ADVICE TO STUDENTS**

SOME THINGS STUDENTS SHOULD DO IF THEY ARE BEING BULLIED:

- Tell an adult you trust
- Tell yourself that you don't deserve to be bullied
- Get your friends together and say no to the bully
- Stay with groups of people, even if they are not your friends. There is safety in numbers
- Try to ignore the bullying
- Try not to show you are upset, which is difficult
- If possible, avoid being alone in a place where bullying happens
- Try being assertive - shout 'NO' loudly
- Walk quickly and confidently even if you don't feel that way inside
- If you are in danger, get away. Do not fight to keep possession
- Fighting back may make it worse
- If you are different in some way, be proud of it. It is good to be an individual.

If any student has a concern over bullying, whether it is happening to them or they have witnessed something that makes them feel uncomfortable, they can log on to the anonymous bullying incident form using the QR Code/ Sharp System to raise awareness anonymously.

## **ADVICE TO ACADEMIC STAFF**

Millfield staff must make a strong stand against bullying.

They should;

- Not allow it anywhere
- Support children who are being bullied
- Help the bullies to change their behaviour
- Tell children to 'tell' and back them up
- Take bullying seriously and find out the facts when told about an incident of bullying
- Ensure that children, parents and teachers take responsibility for any bullying that goes on
- Break up groups of bullies by not allowing them to play, sit, eat, etc., together
- Use peer pressure against bullying behaviour.
- Clearly identify and communicate bullying behaviours.

What to do when confronted with a report of bullying?

- Listen carefully and record all incidents
- Question, but do not ask leading questions
- Meet the bully and the bullied separately
- Offer the victim immediate support and help by explaining and putting the school's procedures into action
- Consider the need for medical treatment/examination/counselling.

Millfield is committed to reinforcing the messages below in PSHEE, assemblies and tutor sessions.

- When someone is being bullied or is in distress, take action. Watching and doing nothing always suggests support for the bullying
- Students should inform an adult immediately if they do not wish to get involved at the scene of the problem
- Do not tolerate bullies in the same social group.

In PSHEE sessions and through tutoring students are encouraged to develop

- Patience
- Respect for others, themselves, their learning.
- Acceptance
- Trust
- Understanding
- Co-operation
- Empathy

Always set a good personal example. Be a good role model for the children and be clear that you will not tolerate bullying and do not engage in any 'banter'

All staff must be especially vigilant and mindful of those students who may appear particularly vulnerable or susceptible to bullying. Such as those students with AEN or who require additional pastoral, social or emotional support.

Staff may be subject to bullying from other staff, parents or students. Advice and guidance for this can be found in the Cyber Bullying section of this policy, the School's Whistleblowing Policy and the Staff Grievance Procedure.

Recognising that certain methods of control (e.g. the use of sarcasm) and an overbearing manner are inappropriate; also that children learn by example; therefore, any action which could be seen as bullying by a teacher would be unprofessional and totally unacceptable.

## **PROCEDURES FOR DEALING WITH REPORTED ALLEGATIONS OF BULLYING**

1. If an allegation of bullying is made by a student, then the member of staff receiving the allegation should establish the level of anxiety. If the level of anxiety is low, then staff should restore cordiality through verbal communication with the complainant and the accused. It is advantageous to bring the students together at this point. If an allegation is made by a parent then the member of staff

- should make it clear that the best way for the matter to be resolved is for staff to speak with the student in question and establish the level of anxiety.
2. If the level of anxiety is significant, a written statement may be taken from the student (signed and dated) by the member of staff fielding the allegation. If suspicions are raised by staff or parents, this should also be recorded in writing
  3. The allegations and evidence should then pass to the relevant Housemaster/mistress and Head of Year
  4. The Housemaster/mistress or Head of Year should offer to conduct a full investigation into the matter. This investigation will include witness statements, and the questioning of the alleged person responsible
  5. Housemaster/mistress and Head of Year may seek the advice and support of Assistant Head (Pastoral) during the investigation, and may refer the case to the Deputy Head (Pastoral) in the case of serious bullying being proven
  6. In most cases, Housemaster/mistress and Head of Year will agree the appropriate course of action. Any form of disciplinary action or sanctions will be in line with the School's Behavioural Policy.
  7. In the most serious cases the Deputy Head (Pastoral) will determine appropriate sanctions for the person responsible, and both Housemaster/mistress and Head of Year will agree on and instigate support for both the victim and the person responsible.
  8. Parents should be informed throughout the process and often will be invited to Millfield to discuss the matter and its resolution.
    - All staff are to make accurate records of interviews and also record the process followed in each case (usually subsequently uploaded to MyConcern)
    - In line with Keeping Children Safe in Education 2019 a bullying incident should be addressed as a child protection concern where a child is suffering, or is likely to suffer, significant harm'; if this is the case the investigation should be halted, with only a verbatim record of the child's words. The incident should be immediately raised with the Designated Safeguarding Lead and action taken.
    - Staff should be aware that some types of harassing and threatening behaviour, or communications, could be a criminal offence; if staff feel that an offence has been committed, they should seek assistance from the Deputy Head (Pastoral) who will consider the involvement of Police and/or Children's Social Care. Also refer to the Peer on Peer Abuse Policy.

Children on both sides must feel that their voice has been fairly heard and appropriate action taken.

**It is our responsibility to recognise that both the victim and the bully will be in need of pastoral support.**

#### **ADDITIONAL SOURCES OF ADVICE AND INFORMATION**

**Child Line** 08001111

**NSPCC** 0800 800 5000

<http://www.nspcc.org.uk/>

#### **The Advisory Centre for Education**

LC Aberdeen studios, 22, Highbury Grove, London, N5 2DQ.

Tel: 0207704 9822 Helpline 02073548321 (Mon-Fri 2-5pm)

<http://www.ace-ed.org.uk/>

Advice for parents on all school related matters.

**Anti-Bullying Campaign**

185, Tower Bridge Road, London SE1 2UF

Tel: 02073781446 -

<http://www.bullyonline.org/schoolbully/links.htm>

**Kidscape**

2 Grosvenor Gardens, London

Tel: 02077303300

<http://www.kidscape.org.uk/>

**Parentline Plus**

520 Highgate Studios, 53-79 Highgate Road, Kentish Town, London.

Tel; 08088002222

<http://familylives.org.uk/>

**Department for Education (DfE)**

<http://www.gov.uk/government/organisation/department-for-education/>

**For staff:**

<http://www.education.gov.uk/aboutdfe/advice/f0076899/preventing-and-tackling-bullying>

**USEFUL READING**

**Title**

Bullying; Wise Guide

Don't Pick on Me; How to Handle Bullying

Your Child and Bullying

101 ways to deal with bullying

Keeping Safe

Helping children cope with bullying

Bullying and how to fight it

The bullying problem; how to deal with difficult children

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## **ANTI CYBER-BULLYING POLICY (On-line bullying)**

At Millfield School we believe that every single child should be taught how to protect themselves in the online world, including beyond the school environment. This policy works alongside our Acceptable Users Policy (AUP), Online Safety Policy, the Behaviour Policy and the Safeguarding Policy. Cyber-bullying (On-line bullying) will be treated as a child protection concern when there is reasonable cause to believe that a child is suffering, or is likely to suffer, significant harm.

### **As a school we acknowledge that:**

- Many mobile devices and games consoles offer broadband connections.
- Increasingly students have access to personal devices not covered by network protection and therefore the emphasis needs to be on educating all users as to the risks involved and their obligation to act responsibly while online.

### **Our aim is to:**

- Safeguard students by educating them how to protect themselves in both the real and virtual world and build resilience in this area. We do this through the curriculum, PSHEE, assemblies, all lessons where IT is used, visiting speakers and informing parents via updates through letters and parent talks. This is everyone's responsibility and all staff should be aware of this policy and how to respond to Online Safety incidents.
- Make students aware of the School's Acceptable User Policy (AUP) and what to do if they have any ICT safeguarding concerns.

**Procedures for dealing with inappropriate or illegal internet access or material and what to do in the event of discovery of illegal material are detailed in our Safeguarding Policy.**

### **Definition of Cyber-bullying or On-line bullying**

- Cyber-bullying by definition "involves the use of information and communication technologies to support deliberate, repeated and hostile behaviour by an individual or group that is intended to harm others".
- It can be an extension of face-to-face bullying, with technology providing the bully with another route to harass their target.
- However, it differs in several significant ways from other kinds of bullying: the invasion of home and personal space; the difficulty in controlling electronically circulated messages, the size of the audience, perceived anonymity, and even the profile of the person doing the bullying and their target.
- Cyber-bullying may take different forms, such as threats and intimidation, harassment or 'cyber-stalking' (e.g. repeatedly sending unwanted texts or direct messages), vilification / defamation; exclusion or peer rejection, impersonation, unauthorised publication of private information or images and manipulation. If an image is shared / posted without someone's consent then this can be considered to be an act of bullying, especially if it is forwarded to others.

- Cyberbullying can involve social networking sites, emails and mobile phones used for SMS messages and as cameras, sexting (YPSI), gaming, prank mobile calls and inappropriate use of social networking sites, which can include the use of image and video. It may occur directly, or through cyber technology wholly or partially
- Some cyber-bullying is clearly **deliberate and aggressive**, but it is important to recognise that some incidents of cyber-bullying are known to be **unintentional** and the result of simply not thinking about the consequences. In cyber-bullying, bystanders can easily become perpetrators, e.g. by passing on or showing to others images designed to humiliate, or by taking part in online polls or discussion groups. They may not recognise themselves as participating in bullying, but their involvement compounds the misery for the person targeted. It is important that students are aware that their actions have severe and distressing consequences, and that participating in such activity will not be tolerated.

### **Cyber-bullying (On-line bullying) and the Law.**

Bullying is never acceptable and the school fully recognizes its duty to protect all of its members and to provide a safe, healthy environment for everyone.

#### **Education Law:**

- The Education and Inspections Act 2006 (EIA 2006) outlines some legal powers which relate more directly to cyber- bullying. Head teachers have the power “to such an extent as is reasonable” to regulate the conduct of students when they are off the school site.
- The Act also provides a defence for staff in confiscating items such as mobile devices from students.

#### **Civil and Criminal Law:**

- There is not a specific law which makes cyber – bullying illegal but it can be considered a criminal offence under several different acts including Protection from Harassment Act (1997), Malicious Communications Act (1988), Communications Act (2003), Obscene Publications Act (1959) and Computer Misuse Act (1990)

#### **Prevention**

To counter cyber bullying, students must be made aware that:

- They must never share their password with anyone
- They must not send inappropriate pictures of themselves or others electronically
- No student is allowed to take pictures or video on their personal device of another student or member of staff without permission, whether on school premises or not.

## **PROCEDURES FOR DEALING WITH REPORTED CYBER-BULLYING (On-line bullying)**

### **Understanding and discussion**

- Staff will receive training in identifying cyberbullying and understanding their responsibilities in developing e-safety. The Director of ICT may delegate this training to the Head of PSHEE or the IT department as appropriate. In this training all staff will be helped to keep up to date with the technologies that children are using.
- The delivery of PSHEE and (Year 9) ICT lessons are an important part of preventative strategy and will discuss keeping personal information safe and appropriate use of the internet.
- It is desirable that the students will be involved in a response to cyberbullying. They will have a voice through the School Council and the Digital Council.
- Students will be educated about cyberbullying through a variety of means including: assemblies, conferences, Anti-bullying Week, projects (ICT, PSE, Drama, English), student lead workshops.
- Students will sign an Acceptable Use Policy before they are allowed to use school computer equipment and the internet in school and parents will be encouraged to discuss its contents with their children.
- Parents will be provided with information and advice on e-safety and cyberbullying via literature, talks, etc.
- Students and staff will be involved in evaluating and improving policies and procedures through Digital Council, Housemaster/mistress meetings, and Head of Year meetings.

### **Policies and procedures**

- Ensure regular review and update of existing policies to include cyberbullying where appropriate
- Millfield will keep good records of all cyberbullying incidents. Heads of Year to log all incidents with the Deputy Head (Pastoral) and all staff to use the cyberbullying tab on ISAMS in recorded cases
- Director of ICT will keep AUPs under review as technologies develop
- Millfield will publicise rules and sanctions effectively
- The IT department will use filtering, firewall, anti-spyware software, anti-virus software and secure connections to safeguard the students. Though electronic controls alone can never be 100% effective, and students should adhere to the AUP guidelines

### **Promoting the positive use of technology Millfield will;**

- Make positive use of technology across the curriculum
- Use training opportunities to help staff develop their practice creatively and support students in safe and responsible use
- Ensure all staff and children understand the importance of password security and the need to log out of accounts

### **Making reporting easier**

- Students can log on to the anonymous bullying incident form using the QR Code when they are concerned about a bullying issue.
- Ensure staff can recognise non-verbal signs and indications of cyberbullying with regular safeguarding training.

- Publicise and promote the message that asking for help is the right thing to do and shows strength and good judgement
- Publicise to all members of the school community the ways in which cyberbullying can be reported
- Provide information for all students including reassurances about 'whistleblowing' and the appropriate way of informing appropriate staff or parents about incidents they have witnessed
- Provide information on external reporting routes e.g. mobile phone company, internet service provider, Childline, CEOP or the NCA

### **Evaluating the effectiveness of prevention measures**

- Identify areas for improvement and incorporate student ideas derived from Year Councils, Digital Council and School Councils
- It is desirable to conduct an annual evaluation including a review of recorded cyberbullying incidents.

### **Responding to cyber bullying**

Most cases of cyberbullying will be dealt with through the school's existing Anti-Bullying Policy and this must remain the framework within incidents of bullying are investigated. However, some features of cyberbullying differ from other forms of bullying and may prompt a particular response. The key differences are:

- impact: the scale and scope of cyberbullying can be greater than other forms of bullying
- targets and perpetrators: the people involved may have a different profile to traditional bullies and their targets
- location: the 24/7 and anywhere nature of cyberbullying
- anonymity: the person being bullied will not always know who is bullying them
- intent: some students may not be aware that what they are doing is bullying
- evidence: unlike other forms of bullying, the target of the bullying will have evidence of its occurrence

It is possible that a member of staff may be a victim and these responses apply to them too

### **Support for the person being bullied**

- Offer emotional support; reassure them that they have done the right thing in telling someone
- Advise the person not to retaliate or reply. Instead, keep the evidence and take it to their parent or a member of staff (in the case of staff they should take it to the appropriate Head of Year.)
- Advise the person to consider what information they have in the public domain
- Unless the victim sees it as a punishment, they may be advised to change e.g. mobile phone number
- If hurtful or embarrassing content is being distributed, try to get it removed from the web. If the person who posted it is known, ensure they understand why it is wrong and ask them to remove it. Alternatively, contact the host provider and make a report to get the content taken down.
- In some cases, the person being bullied may be able to block the person bullying from their sites and services.

## **Investigation**

- The safeguarding of the child is paramount and staff should investigate in accordance with the Millfield Safeguarding and Child Protection Policy.
- Members of staff should contact the Housemaster/mistress or Head of Year for the purposes of investigation
- All cases (with the exception of Child Protection issues) will be referred to the appropriate Head of Year and logged by the Deputy Head (Pastoral)
- Interviews will be held in accordance with the Millfield Anti Bullying Policy.
- Staff and students should be advised to preserve evidence and a record of abuse; save phone messages, record or save-and-print instant messenger conversations, print or produce a screenshot of social network pages, print, save and forward to staff where appropriate
- If images are involved, determine whether they might be illegal or raise child protection concerns. If so, contact the DSL, who may involve the LADO (Local Authority Designated Officer), the local police in cases of actual/suspected illegal content.
- Identify the bully.
- Any allegations against staff should be handled as other allegations following guidance in Keeping Children Safe in Education September 2019
- Confiscate device(s) if appropriate

## **Working with the bully and applying sanctions**

Sanctions will be applied by the Head of Year or Deputy Head (Pastoral) as appropriate. The aim of the sanctions will be:

- to help the person harmed to feel safe again and be assured that the bullying will stop
- to hold the perpetrator to account, getting them to recognise the harm caused and deter them from repeating the behaviour
- to demonstrate to the school community that cyberbullying is unacceptable and that the school has effective ways of dealing with it, so deterring others from behaving similarly
- Sanctions for any breaches of AUP or internet/mobile phone agreements will be applied
- In applying sanctions, consideration must be given to type and impact of bullying and the possibility that it was unintentional or was in retaliation
- The outcome must include helping the bully to recognise the consequence of their actions and providing support to enable the attitude and behaviour of the bully to change
- A key part of the sanction may well involve ensuring that the student deletes files. Legal duties and powers
- The school has a duty to protect all its members and provide a safe, healthy environment
- School staff may request a student to reveal a message or other phone content and may confiscate a phone; please refer to the Millfield Search Policy for further guidance.
- If they consider that a mobile phone may contain evidence of bullying or a crime or the potential of a crime they may investigate the specific contents relating to that act; please refer to the Millfield Search Policy for further guidance.
- Some cyberbullying activities could be criminal offences under a range of different laws including Protection from Harassment Act 1997. For further references, please refer to the Millfield Anti Bullying Policy and the Millfield Safeguarding and Child Protection Policy.

## **APPENDIX 1**

### **Mobile Phones- how to contact the service provider:**

All UK mobile operators have nuisance call centres set up and/or procedures in place to deal with such instances. Action can be taken against the bully's phone account (e.g. blocking their account), only with police involvement.

### **Details of how to contact the phone operators:**

O2: 0844 8090200

Vodafone: call customer services on 191 from a Vodafone phone or on any other phone call 03333040191 for Pay Monthly customers or on 03333348069 for Pay As You Go customers.

T-Mobile/EE: call customer services on 150 from your T-Mobile/EE phone or on 0845 412 5000 from a landline, or email using the 'how to contact us' section of the T-Mobile/EE website at: <http://www.t-mobile.co.uk/contactus/> or <https://ee.co.uk/help/contact-us>

It is normally possible to block/ignore particular users on social networking sites, which should mean the user can stop receiving unwanted comments. The user can also set their profile to "Private", so that only those authorised by the user are able to access and see their profile. If social networking sites do receive reports about cyberbullying, they will investigate and can remove content that is illegal or breaks their terms and conditions in other ways.

### **The Law:**

Has a potential criminal offence been committed? If so, the police may have a duty to investigate. Police can issue a RIPA (Regulation of Investigatory Powers Act 2000) request to a service provider, enabling them to disclose the data about a message or the person sending a message. This may help identify the bully. Relevant criminal offences here include harassment and stalking, threats of harm or violence to a person or property, any evidence of sexual exploitation (for example grooming or inappropriate sexual contact of behaviour). The Child Exploitation and Online Protection Centre (CEOP) deals with child sexual exploitation, and it is possible to report directly to them online at <https://www.ceop.police.uk/safety-centre/>. Cyberbullying itself is not illegal but harassment or threatening behaviour is. It can be against the law for someone to threaten to share a nude or sexual photo or video without an individual's permission, even if they shared it with them themselves. Some bullying is classed as a hate crime if someone is trying to cause harm based on race, religion, gender, sexual identity or because they have a disability.

There are lots of organisations that provide support and advice if you're worried about bullying:

### **Websites**

Child Exploitation and Online Protection Centre (CEOP) – <http://thinkuknow.co.uk/>

[www.saferinternet.org.uk](http://www.saferinternet.org.uk)

[www.childnet.com](http://www.childnet.com)

[www.cyberangels.org](http://www.cyberangels.org)

[www.antibullyingalliance.org.uk](http://www.antibullyingalliance.org.uk)

[www.bullying.co.uk](http://www.bullying.co.uk)

[www.childline.org.uk](http://www.childline.org.uk)

[www.diana-award.org.uk](http://www.diana-award.org.uk)

[www.internetmatters.org](http://www.internetmatters.org)

[www.kidscape.org.uk](http://www.kidscape.org.uk)

<http://www.nspcc.org.uk/>

<https://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis>

<https://www.gov.uk/.../the-use-of-social-media-for-online-radicalisation> (The use of social media for on-line radicalisation)

### **Publications**

DFE Teaching Online Safety in School 2019

DFE KCSIE 2019

DfE – Preventing and tackling bullying (July 2017)

DfE – Advice for parents and carers on cyber bullying (Nov 2014)

The Prevent Duty Guidance for England and Wales (2015)

The Prevent Duty: departmental advice for schools and childcare providers (2015)

**The Designated Safeguarding Lead and Prevent Lead is Mr Andrew Collins and the Deputy Designated Leads are Mrs Kait Weston, Mr Adi Whatling, Mr Craig Middleton and Mrs Fiona Ellison.**

## **ANTI-SEXUAL BULLYING POLICY**

### **Objectives**

To uphold every child's right to protection from all forms of violence and exploitation and to a safe education, and to increase recognition that sexual bullying prevents the full enjoyment of these rights.

### **Definition**

Any bullying behaviour, whether physical or non-physical, that is based on a person's sexuality or gender. It is when sexuality or gender is used as a weapon by boys or girls towards other boys or girls. It can be carried out to a person's face, behind their back or through the use of technology.

For example:

- Teasing or putting someone down because of:
  - their behaviour (. e.g. because they have or haven't had sex)
  - their sexuality
  - their body (e.g. the size of their breasts, bottom or muscles)
- Using words that refer to someone's sexuality in a derogatory way (like calling something 'gay' to mean that it is not very good)
- Using sexual words to put someone down
- Making threats or jokes about serious and frightening subjects like rape
- Spreading rumours about someone's sexuality and sex life – including graffiti, texts and msn
- Touching parts of someone's body that they don't want to be touched (this includes squeezing, pinching, kissing, groping)
- Putting pressure on someone to act in a sexual way
- Upskirting, which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm.

The NSPCC has developed a 10-point guide to support education settings in preventing and responding to sexual bullying. This is published on the NSPCC's INFORM website.

### **Consequences**

Research has shown that bullying can have a negative impact on the emotional well-being of the children and young people affected, including low self-esteem and confidence, poor body image, depression and anxiety. In some cases, sexual bullying can be linked to poorer educational outcomes and increased truancy rates for the young people involved.

### **Children's Rights**

Children have a right to be safe from abusive and exploitative behaviour, and a right to a fulfilling education, and schools and other settings have a responsibility to protect them from such behaviour. Sexual bullying can prevent the full enjoyment of these rights, as set out in the UN Convention on the Rights of the Child (1989). These include:

- Article 19 States Parties shall take all appropriate legislative, administrative,

social and education measure to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.

- In England, Section 61 of the Schools Standards and Framework Act 1998 introduced a legal requirement for schools to produce an anti-bullying policy (as part of a student discipline policy) from 1st September 1999. Additionally, Section 175 of the Education Act 2002 required schools and local authorities to safeguard and promote the welfare of children. Subsequent guidance set out that safeguarding the welfare of children “encompasses issues such as student health and safety and bullying”.

Millfield School aims to promote a culture that promotes best practice, prevents and responds to incidences of sexual bullying and create a safe school environment. This policy works in conjunction with the Transgender Policy.

Millfield School recognises that the most effective anti-bullying initiatives are those that form part of a whole school strategy. An anti-sexual bullying policy alone will not stop bullying behaviour. Bullying can only be reduced through an understanding of why it happens and a determination to foster a community in which all people are treated with respect and kindness.

Alongside devising and implementing anti-bullying policies, all members of the school community, including teachers, support staff, students, parents and governors, are involved in creating and maintaining a safe environment. It also requires members of the school community to uphold standards of behaviour as set out in the School’s Anti-Bullying Policy, and to prevent and respond swiftly to all forms of bullying. Furthermore, sexual bullying should be clearly identified in conjunction with the School’s Anti-Bullying Policy.

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