

WHITGIFT SUMMER SCHOOL

ANTI-BULLYING POLICY

At Whitgift Summer School, we are committed to fostering a culture rooted in mutual respect, tolerance, self-esteem, and positive self-confidence, as outlined in our core aims. These values are central to our approach to student welfare, safeguarding, and behaviour, and are vital to building a thriving, inclusive school community. We believe every student has the right to feel safe, valued, supported, and welcomed at all times.

We actively promote an environment where kindness, empathy, integrity, and other positive values are consistently modelled and celebrated.

Bullying of any kind is wholly unacceptable and will not be tolerated in any circumstances by Whitgift Summer School. All allegations of bullying are treated with the utmost seriousness. Our response is robust, compassionate, and proportionate, ensuring that all students involved are supported and that the school environment remains safe, respectful, and conducive to personal growth.

Whitgift Summer School defines bullying as:

The deliberate and repeated behaviour by an individual or group that is intended to hurt, intimidate, humiliate, or distress another person – either physically or emotionally. Such behaviour may be motivated by prejudice, discrimination, or a desire to assert power or control. Bullying is not limited to completed acts; it may also include attempted or interrupted behaviours that cause harm or fear.

Bullying can manifest in a range of attitudes and actions, including but not limited to:

- Physical: hitting, slapping, pushing, kicking, blocking movement, or aggressive, insulting or intimidating gestures, or damaging personal property
- Verbal: name-calling, mocking, threatening language, or offensive, aggressive or intimidating language or remarks
- Emotional/Psychological: deliberate exclusion, rejection, isolation, manipulation, extortion, coercion, or gaslighting
- Sexual: inappropriate comments, gestures, innuendo, or unwanted physical contact
- Cyberbullying: harassment, intimidation, or abuse via digital platforms such as social media, messaging apps, gaming platforms, and email.

Bullying may be motivated by actual, perceived, or by association differences and can target others based on, but not limited to, the following protected or vulnerable characteristics:

- Age
- Disability or learning need (including Special Educational Needs and English as an Additional Language)

- Gender identity
- Race, ethnicity, or nationality
- Religion or belief
- Sex
- Sexual orientation
- Home circumstances, such as being adopted, in care, having caring responsibilities, or experiencing family breakdown

In addition to overt bullying, low-level disruption and the use of offensive language can have a significant impact on individuals.

This definition recognises that bullying can occur in various contexts including child-on-child, adult-on-child, and child-on-adult interactions. It may be overt and visible or covert and subtle, and it can take place in person or online, within or beyond the physical or digital school environment or school hours. Regardless of the context, we regard bullying as a serious offence with the potential to cause significant harm.

Our aims are:

- To establish and maintain clear preventative measures that promote a respectful school culture and define, monitor, and uphold the interpersonal standards expected of all members of our school community
- To respond to incidents of bullying in a reasonable, proportionate, and consistent manner
- To safeguard individuals experiencing bullying and provide support for them
- To offer support and guidance to the perpetrator(s), which will most likely include disciplinary sanctions, with the goal of helping them understand the impact of their behaviour and discontinue it.

Department for Education Guidance

- [“Preventing and Tackling Bullying”](#) (Updated July 2017)

This Anti-bullying Policy has particular regard to the “Preventing and Tackling Bullying” guidance.

Achievement of our aims

Summer School achieves its approach to anti-bullying through a whole-school model that prioritises education, communication, and engagement. This approach ensures that all members of the school community – students, staff, and parents – are actively involved in promoting a safe, respectful, and inclusive environment.

Key strategies include:

- promoting positive relationships amongst students and between students and staff

- maintaining strong lines of communication within the school and with parents and agents to ensure concerns are raised and addressed promptly
- staff discussion at relevant forums
- celebrating success
- engaging external organisations or resources for help where a specific need is identified
- collaborating with the wider community such as the police and children's services, where bullying is particularly serious or persistent and where a criminal offence may have been committed

All staff will be made aware of the policy and its contents. The training and deployment of staff will take account of the aims of this policy.

If students have any concerns about bullying, they are encouraged to report this to any member of staff; however their most immediate route would be to speak to a House Parent or their Teacher. Also available to consult are the Welfare Manager and Course Director. The school will aim to create an inclusive and safe environment where students can openly discuss the cause of their bullying, without fear of further bullying or discrimination.

Should an instance of bullying occur, Whitgift Summer School will provide prompt and appropriate action and support for both the victim and the perpetrator. Where appropriate, strong sanctions will be used against the perpetrator(s), which may include exclusion from activities or periods of free time. Whitgift Summer School reserves the right, at the discretion of the Course Director, to exclude students for severe or repeated instances of bullying.

A written record of bullying incidents will be kept by the Welfare Manager in consultation with the Course Director.

This policy will be displayed:

- in all Summer School handbooks
- in the boarding house
- in the Summer School policy bank

The Role of Parents and Guardians

The parents and guardians of both victim(s) and perpetrator(s) will be actively involved in the strategies to resolve specific situations. Parents or guardians of students involved in bullying incidents will be contacted or invited into School to discuss the matter in person.

Parents are encouraged to contact the school if they suspect their child of being involved with bullying in any way.

Cyber-bullying

The use of technology such as mobile telephones, tablets, laptops, games consoles, and the Internet to intimidate others is an ongoing concern. Technology has provided a new medium for bullying, which can occur both in and outside of school and can happen at any time, often with a wider audience and greater reach due to the ease of sharing content.

Whitgift Summer School recognises the serious impact of cyberbullying, including bullying via social media, messaging apps, email, and phone calls. Such behaviour is highly intrusive and can be deeply harmful. Whitgift Summer School enforces strict policies regarding the use of mobile telephones and internet access, and closely monitors all e-communications and activity on the School network or devices.

Further details of these matters, including the School's approach to filtering and monitoring of its IT network, are outlined in the Safeguarding and Child Protection Policy and the Online Safety Policy.

The School reserves the right to view electronic material held or accessed by any student in School, including their e-mail account and their mobile telephone. Where any form of cyber-bullying affects another student in the School or may bring the School into disrepute, the School reserves the right to be involved whether the electronic material was produced within the School or outside.

Students must be aware that some forms and levels of cyber-bullying are illegal and the School will inform the police when necessary.

Further details can be found in the Online Safety Policy.

Reporting Mechanisms

Reporting bullying must be seen by students as important and the systems for this are straightforward. Staff must be approachable, and students are informed of channels of communication during their induction. The students may well report bullying via another student or it may be the case that bullying is not reported but seen by another student or member of staff. Summer School staff must report all accusations or incidents of bullying to the Welfare Manager immediately. All bullying incidents and actions taken will be recorded. All members of the school community are encouraged to report any case of bullying to an appropriate member of staff.

The Welfare Manager has regular discussions with staff across the Summer School team including, but not limited to, Teachers, House Parents and the Nurse, and is alerted to patterns of behaviour.

Extremely serious cases where there is a risk of serious harm should be reported immediately to the Welfare Manager, who is the Designated Safeguarding Lead, and will report promptly to the Croydon Multi Agency Safeguarding Hub (MASH) whose details can be found in the Safeguarding and Child Protection Policy.

Record-keeping

A designated member of the Summer School team acts as a central point in maintaining the Summer School log for recording cases of bullying. Staff members pass the designated team member details of any incident which may be termed 'bullying'. This may take the form of a phone call, email or a written note. The designated person keeps a written record of the incident and any resulting action taken. If sanctions result from the incident, records are kept of those as well. This system is intended to:

- provide the Summer School pastoral team with the fullest possible picture of the situation
- enable the identification and addressing of patterns and trends
- link and compare incidents which concern students from different age groups
- maintain a comprehensive historical record

The current designated staff member is the Welfare Manager.

The following is taken from the Safeguarding and Child Protection Policy: **Child-on-child abuse:**

Child-on-child abuse is where a student's behaviour is likely to cause significant harm to other students. This is most likely to include, but not limited to:

- bullying (including cyberbullying, pre-judice based and discriminatory bullying);
- physical abuse, such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- abuse in intimate personal relationships (teenage relationship abuse);
- sexual violence;
- sexual harassment, which may be stand-alone or part of a broader pattern of abuse; examples include:
 - o sexual comments (e.g. making sexual remarks about clothes and appearance or calling someone sexualised names)
 - o sexual "jokes" or taunting;
 - o physical behaviour (e.g. deliberately brushing against someone, interfering with someone's clothes)
 - o displaying pictures or photos of a sexual nature
 - o upskirting
 - o online sexual harassment, which may be standalone, or part of a wider pattern of sexual harassment and/or sexual violence and may include: consensual or non-consensual sharing of sexual images and videos (sharing of nudes/semi-nudes)
 - o sexualised online bullying
 - o unwanted sexual comments and messages, including on social media
 - o sexual exploitation, coercion and threats.
- upskirting (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); it is a

criminal offence and may constitute sexual harassment under the Voyeurism (Offences) Act 2019.

- consensual and non-consensual sharing of nude and semi-nude images and/or video (previously known as sexting and youth produced sexual imagery).
- initiation/hazing type violence and rituals.

This type of abuse should never be tolerated or passed off as “banter” or “part of growing up”. Different gender issues can be prevalent when dealing with child-on-child abuse. This could, for example, include children being sexually touched or assaulted, or initiation-type violence. The School will refer the perpetrator and the victim to children’s social care via the MASH

Of particular concern would be abusive behaviour by an older student to a younger student or directed at a student with Special Educational Needs or Disability.

We recognise the importance of support for both perpetrators and victims of child-on-child abuse. Often perpetrators behave in this way because of serious pastoral issues of their own which need support.

Staff are trained to report promptly allegations of child-on-child abuse to the Director of Safeguarding/Designated Safeguarding Lead (or Deputy), who will ensure concerns are recorded and acted upon appropriately. For most members of staff, reporting a concern **and speaking directly** to the Director of Safeguarding/DSL (or Deputy) will be the limit of their involvement. If there is immediate danger or risk of harm, members of staff should call the police, or speak to the Director of Safeguarding/DSL (or Deputy) immediately. They, in turn, will follow advice from the MASH and/or the police.

Useful Contacts

Croydon Drop-In (CDI)	020 8680 0404
Childline	0800 1111
Samaritans	116 123
NSPCC	0808 800 5000

Dame Rachel de Souza, [The Children’s Commissioner for England](#)
General enquiries: 0207 783 8330
Help At Hand: 0800 528 0731

[Independent Schools Inspectorate](#) 0207 600 0100
[Speak Up](#) 08000 724 725

[NSPCC Whistleblowing Helpline](#) 0800 028 0285 / e-mail:
help@nspcc.org.uk

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