



# EPSOM

## COLLEGE

### **Promoting Positive Behaviour**

Good relationships form the basis of a creative and successful school community in which common sense, civilised behaviour, consideration for others and good manners all have a part to play if its members are to thrive and achieve, and pupils are to enjoy their educational experience. The College is committed to providing a friendly, caring environment: one that promotes the social, physical and moral development of the individual child and allows him/her to learn in a relaxed, stimulating and secure setting. To this end, we offer opportunities for relationship learning and teamwork, and teach British Values including mutual respect and understanding of those of different faiths and beliefs. A high standard of conduct is expected from all pupils and employees.

#### **What is inappropriate behaviour?**

This simple definition of bullying that follows has been accepted by members of the College community:

**Bullying is deliberate action or conduct that causes pain or distress to another individual or group, either physically, emotionally or both.**

#### **What is child on child abuse?**

Children can abuse other children. This is generally referred to as child on child abuse and can take many forms. This can include (but is not limited to) bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse or otherwise causing physical harm; sexting and initiating hazing-type violence and rituals. In summary:

**Child on child abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age.**

**In order to minimise bullying, child on child abuse and inappropriate behaviour, ALL pupils must recognise that**

- prevention of bullying is a collective concern which has to involve all pupils as well as teachers;
- thoughtlessness and insensitivity can so easily lead to bullying: impertinence and rudeness shown by youngsters to older pupils and others in authority can provoke an unwanted response; 'banter' is not an acceptable excuse
- participation in purposeful group activity reduces the likelihood of individual separation and marginalisation, with which bullying is habitually associated;
- their own conduct can attract untoward attention that leads to bullying;

- outdated and manifestly illegal practices such as demanding money, food, mobile phone access, personal tasks, etc. from another pupil are forms of bullying and will be treated accordingly.

### **It is important to be aware that**

- In bullying around **difference**,<sup>1</sup> a pupil is targeted for representing a group, and attacking or insulting the individual is very often designed to send a message to other members of that group. *Every pupil deserves respect and a safe learning environment whatever their beliefs.*
- **Gender** bullying<sup>2</sup>: may be characterised by name-calling, comments about appearance and attractiveness, inappropriate and uninvited touching, sexual innuendoes and graffiti with sexual content. The LGBTQ community are highlighted as suffering particular harm<sup>3</sup>. **Teaching staff must be able to recognize and be willing to challenge sexual content within verbal exchanges between pupils. They must also have regard to the guidance re sexual violence and sexual harassment within the CP Policy, and discuss incidents with the DSL for advice. Sexting** may also be used to intimidate, ridicule or punish, but in any form, even in a romantic relationship, the making of indecent images of a person under 18 may be treated as a crime, the sharing of those images by posting online certainly is, **DON'T DO IT!**
- **Cyberbullying** is the use of information and communications technology (ICT) by bullies as an indirect means by which they can harass their victims. Cyberbullies can make use of e-mail, mobile 'phone and text messaging, digital photography, instant messaging, personal websites, chat rooms, blogs and social networking sites.
- We encourage pupils at Epsom to create a positive digital footprint. Ms Marisa Bosa is our e-safety officer who monitors pupils' online activity.

### **Dealing with bullying and inappropriate behaviour**

- As a school the College takes bullying seriously. Pupils and parents must have the confidence to know that they will be supported when bullying is reported. Only by challenging bullying — demonstrating to all that bullying will not be tolerated and making clear to bullies that their behaviour has been unacceptable — can the College hope to fulfil its commitment to improving steadily the safety and happiness of all its pupils.
- **Advice should be sought from the DSL (Mr Chris Filbey, Assistant Head: Wellbeing and DSL) as to whether an incident of sexual, homophobic, transphobic, racist or other bullying behaviour should be dealt with under the child protection procedures and referral made to the investigatory agencies, social care and the police.**

### **IF YOU THINK YOU ARE GUILTY OF BULLYING THEN YOU MOST LIKELY ARE.**

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<sup>1</sup> Protected characteristics under the Equality Act 2010 are age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity

<sup>2</sup> Guidance issued by the DfE September 2021 'Sexual violence and sexual harassment between children in schools and colleges' recognises the distress caused to victims, and that such behaviours are not acceptable and will never be tolerated. Such behaviour is covered in the College Child Protection and Safeguarding Policy, and incidents will be treated as CP matters

<sup>3</sup> Stonewall school report 2017: almost half of all LGBT pupils face bullying at school for being LGBT, and more than two in five trans young people have tried to take their own life

**If you experience inappropriate behaviour or bullying, you should**

- try to stay calm and appear to be as confident as possible;
- not blame the yourself for what is happening;
- address the bullies and tell them firmly and clearly that he/she would like them to stop;
- move away from the situation as quickly as possible;
- if it's on your phone or other digital media, take a screen shot or keep the history as evidence;
- report the incident to a teacher as soon as possible;
- tell parents and trusted adults.

**A pupil reporting an incident must be clear about**

- what happened;
- who was involved;
- who else saw what was happening;
- where it happened;
- what action, if any, has already been taken;
- how often the same sort of thing has happened before.

**A positive pupil at Epsom should be/aims to be**

“aware of themselves and of other people, kind, considerate, supportive and honest”

**It is the responsibility of all members of the Epsom College community to make inappropriate behaviour of any sort, and at any level, unacceptable.**