

TITUS SALT SCHOOL



Policy 03-010

Anti-Bullying Policy

Adopted by Governing Body:

June 2014

Review Date:

June 2015

Signed (Chair Pastoral Committee):

Countersigned by Chair of Governors:



1.0 Statement of intent

We are committed to providing a caring, friendly and safe environment for all our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell staff.

2.0 Objectives of this policy

- All governors, teaching and support staff, students and parents/carers should have an understanding of what bullying is
- All governors and teaching and support staff should know what the school policy is on bullying and follow it when the bullying is reported
- All students and parents/carers should know what the school policy is on bullying and what they should do if bullying arises
- As a school we take bullying seriously. Students and parents/carers should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated.

To ensure these objectives are met, the school will;

- Use every opportunity to discuss and to raise awareness of issues of bullying.
 - BIG Group (Bullying Intervention Group). This is a permanent working group consisting of students, staff, governor/s and parents/carers that meets at least half termly
 - Assemblies
 - Lifetracks
 - Form time
 - Staff training
 - Parents' Evening/Open Evenings
 - Governors meetings
- Create a caring and safe environment
- Treat all information seriously, nothing is trivial, it may be central to that person's life at that moment in time
- Report all incidents to the Year Team
- Treat incidents sensitively to ensure that the person being bullied does not feel threatened or inadequate.
- Be watchful for possible signs and symptoms of a person being bullied.

Students and parents will need to know that:

- They can talk to any member of staff
- All incidents of bullying will be taken seriously and acted upon sensitively
- The person being bullied will be given full support and kept fully informed
- The bully will be given a sanction and appropriate intervention/s will be put in place to support them to change their behaviour.



All students, staff and parents/carers have a responsibility to prevent bullying, there are no innocent bystanders.

3.0 What is bullying?

Bullying is the use of aggression with the intentions of hurting another person. Bullying results in pain and distress to the victim. Bullying can be:

- Emotional - being unfriendly, excluding, and tormenting e.g. hiding books, threatening gestures
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on, the issue of sexuality
- Verbal - name calling, sarcasm, spreading rumours or teasing
- Cyber - all areas of the internet, such as email and internet chat rooms misuse
- Mobile - threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.

3.1 Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

School has a responsibility to respond promptly and effectively to issues of bullying.

3.2 Signs and symptoms of bullying

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

- Is frightened of walking to or from school
- Doesn't want to go on the school/public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Begins to stammer
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money (to pay the bully)
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home starving (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable



- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received.

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

4.0 Procedures

1. Students need to report bullying to staff
2. All bullying incidents will be recorded by staff via SIMs Behaviour Reports.
3. In serious cases parents/carers should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour.

For specific details please see 'Advice on bullying for staff' (Appendix 2).

4.1 Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place e.g. detention, isolation
2. In serious cases, fixed term exclusion, managed move or permanent exclusion will be considered
3. If possible, students will take part in reconciliation meetings
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

5.0 Appendix

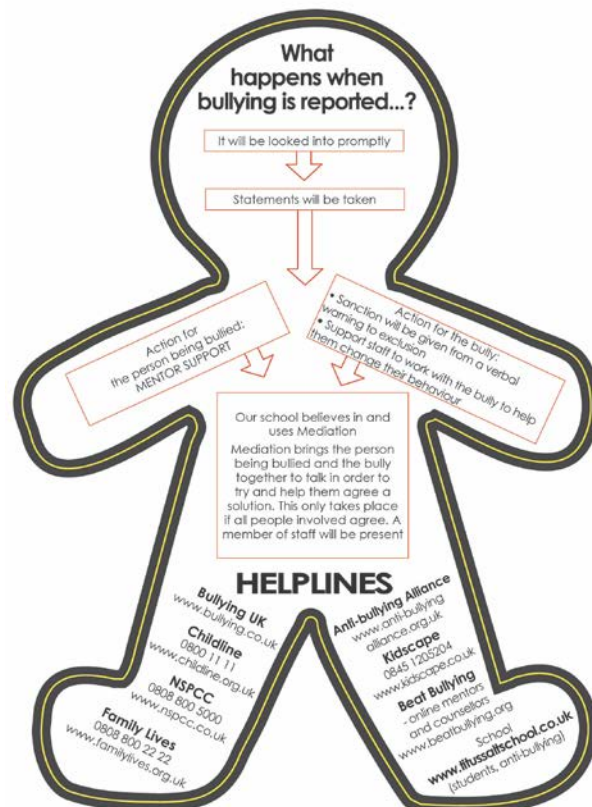
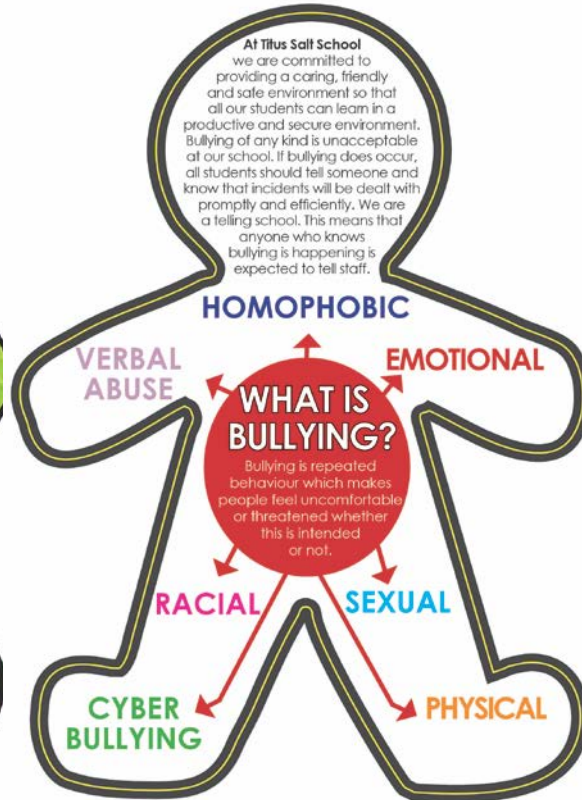
1. Titus Salt School Against Bullying (leaflet)
2. Advice on bullying for staff (flowchart)
3. Staff: reporting bullying (flowchart)

6.0 Help organisations:

Advisory Centre for Education (ACE)	0207 354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon – Fri, 10 – 4)	0845 120 5204
Parentsline Plus	0808 800 2222
Youth Access	0208 772 9900
Bullying Online	www.bullying.co.uk
KIDSCAPE website	www.kidscape.org.uk

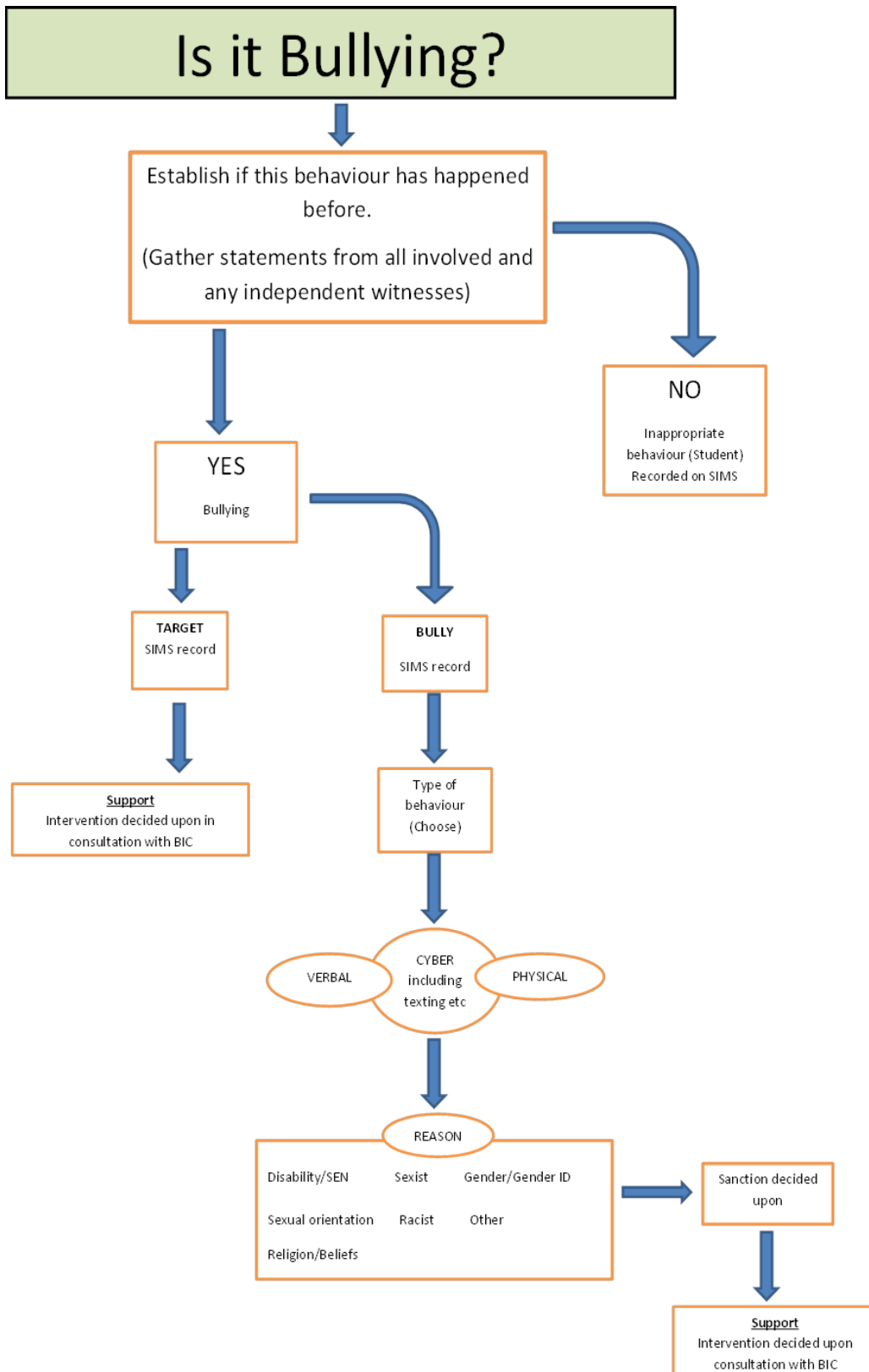


Appendix 1 Titus Salt School against Bullying (leaflet)





Appendix 2 Advice on bullying for staff - Year Team: Reporting Bullying





Appendix 3 Staff: Reporting Bullying

