

# TITUS SALT SCHOOL



**Policy 03-007**

**Anti-Bullying Policy**



## **1.0 Statement of intent**

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils 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 Policy objectives**

- All governors, teaching and support staff, pupils 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 pupils 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. Pupils and parents/carers should be assured that they will be supported when bullying is reported – Bullying will not be tolerated.
- Although the policy is written from a child perspective, bullying can be reported from a pupil, member of staff or parent/carer.

## **2.1 Meeting the objectives**

To ensure the objectives are met and bullying is prevented, school will continue, on an annual basis, to work towards achieving the nationally recognised Bullying Intervention Award (BIG) and embed the following:

- Using every opportunity to discuss and to raise awareness of issues of bullying by organising events such as Acts of Kindness competitions, poster campaigns and an anti-bullying awareness week which includes staff and Anti-Bullying Ambassadors wearing anti-bullying t-shirts etc.
- The work of the BIG Award Focus Group - a permanent working group consisting of pupil anti-bullying Ambassadors, staff, governors and parents/carers meeting at least half termly
- The use of assemblies to communicate good practice, e.g.
  - E-Safety – teaching e-safety to all pupils and staff with the emphasis on being a good digital citizen
  - Radicalisation – pupil awareness sessions/days
- Using every opportunity to celebrate difference, e.g. Lifetracks, Form time, staff training, Parents' Evening/Open Evenings, Governor meetings, by creating a caring and safe environment
- Treating all information seriously, nothing is trivial, it may be central to that person's life at that moment in time
- Reporting all incidents to the Year Team



- Treating incidents sensitively to ensure that the person being bullied does not feel threatened or inadequate
- Being watchful for possible signs and symptoms of a person being bullied.

## **2.2 Knowledge**

All pupils, staff and parents/carers have a responsibility to prevent bullying, there are no innocent bystanders. Therefore, it is important for everyone to be made fully aware 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 pupil who is bullying others will be given a sanction and appropriate intervention(s) will be put in place to support them to change their behaviour.

## **2.3 Links to other school policies**

Our Anti-Bullying Policy closely links with other school policies:

- 1) 03-010 Equality Action Plan - emphasises the needs to address bullying of all types, e.g. race, sexuality or disability
- 2) 03-003 Behaviour Policy - addresses the bully's behaviour through sanctions, intervention(s) and conflict resolution and the needs of the target through intervention and support
- 3) 03-005 Child Protection and Safeguarding Policy - makes reporting procedures clear, including bullying concerns. Under Safeguarding we have a procedure for reporting radicalisation and training for all staff under the national PREVENT agenda
- 4) 03-001 Inclusion and SEND Policy - ensures that all pupils from all backgrounds and with diverse needs are included.

As a school we have appointed a Leader of E-Safety and our E-Safety Policy (01-006) embraces our Anti-Bullying Policy through how to report concerns and keeping safe on the internet.

## **3.0 What is bullying?**

Bullying is a behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group, either physically or emotionally and where there is an imbalance of power between perpetrator and target.

Bullying can take many forms including:

- Verbal – taunts and name calling, insults, threats or humiliation, intimidation
- Physical – kicking and shoving, injuring the target or damaging their belongings, intimidation
- Emotional – behaviour intended to isolate, hurt or humiliate someone



- Indirect – sly and underhand, behind the target's back, rumour spreading
- Cyber -

*The rapid development of, plus widespread access to technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience and more accessories, as people forward on content at a click. Cyber can take many forms and includes using any form of electronic means, mobile phone, social network, gaming, chat room, forum or app.*

Bullying can be driven by prejudice or fear of difference. It can be linked to

- Race, religion or culture
- Gender
- Sexual orientation
- Disability or special need
- Long term illness
- Appearance
- Family arrangements
- Any protected characteristic within the Equality Act 2010.

### **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. Pupils who are bullying need to learn different ways of behaving.

Recent evidence shows that long term impacts of bullying include depression, anxiety and low achievement. Being bullied undermines rights to education, to safety and to being respected and valued.

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. Pupils need to report bullying to staff, via the school website and/or using the Anti-Bullying mobile number for their Year Team (displayed prominently around school).
2. All bullying incidents will be recorded using SIMs behaviour recording systems; the reports are monitored by the Behaviour Manager on a daily basis and incidents are dealt with immediately.
3. In serious cases, parents/carers should be informed and will be asked to attend a meeting to discuss the problem.
4. If necessary and appropriate, the Safer Schools Partnership officer will be consulted.
5. An attempt will be made to help the pupil(s) who is/are bullying in order to change their behaviour.

A full report is provided to the Governing Body's Behaviour and Welfare Committee every half term. The report includes information on types of bullying and outcomes. The data provides useful information for a whole school focused approach and also identifies new trends. For example, delivering whole school assemblies on topics such as cyber bullying or celebrating difference. Any pupil who has presented with bullying behaviour will attend a 'Respect for All' workshop in the Behaviour Interventions Centre.

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 and 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, pupils will take part in a reconciliation meeting.



- 4. After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 5. Any target of bullying behaviour will be offered use of our in-house counselling service.

All parents/carers are expected to support the work of the school with regards to countering bullying and respecting school values.

Parents/carers who have concerns with regards to how an incident of bullying has been dealt with by the school must contact either:

Ms Dutton-Taylor	Assistant Headteacher	dta@titussaltschool.co.uk
Mrs Punt	Behaviour Interventions Leader	pun@titussaltschool.co.uk

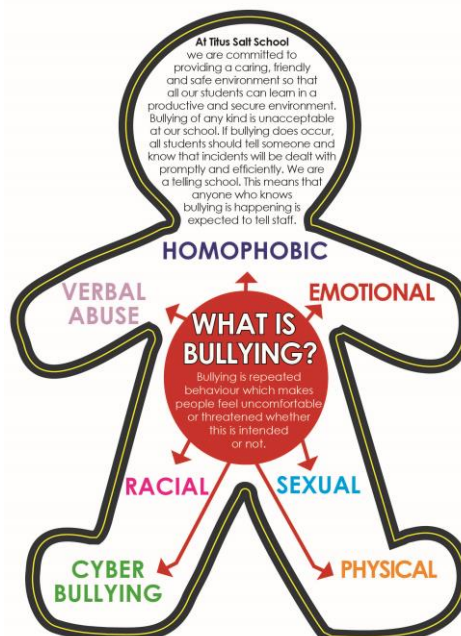
### 5.0 Appendix

- 1. Titus Salt School Against Bullying (leaflet)
- 2. Advice on Bullying for Staff (flowchart)
- 3. Staff: Reporting Bullying (flowchart)

### 6.0 Help organisations

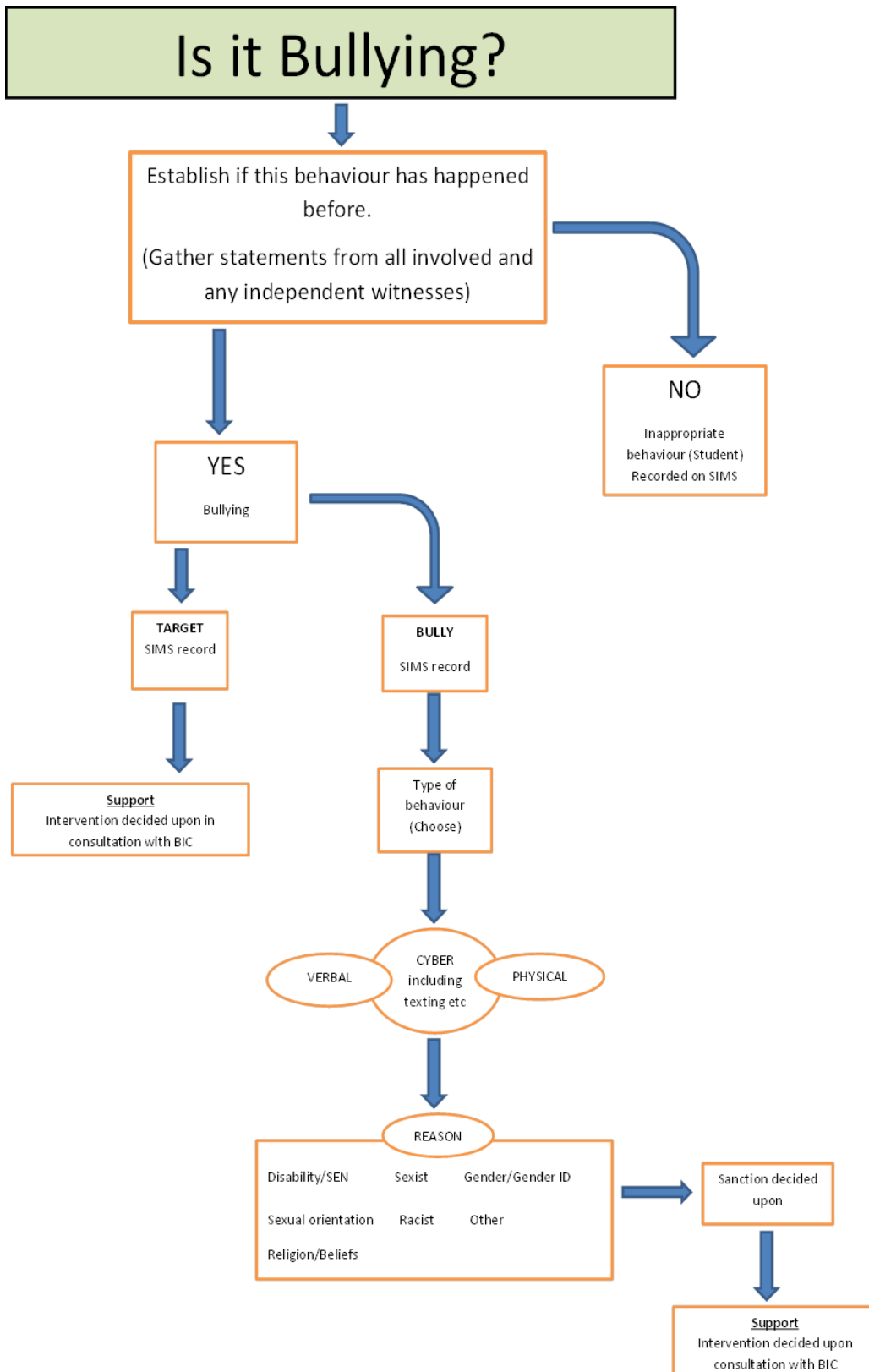
Advisory Centre for Education	0300 0115 142	<a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>
Children's Legal Centre	01206 714 650	<a href="http://www.childrenslegalcentre.com">www.childrenslegalcentre.com</a>
Kidscape (parent advice line)	020 7823 5430	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
Parentline Plus/Bullying UK	0808 800 2222	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
Youth Access	0208 772 9900	<a href="http://www.youthaccess.org.uk">www.youthaccess.org.uk</a>

### Appendix 1 Titus Salt School against Bullying (leaflet)





Appendix 2 Advice on Bullying for Staff - Year Team: Reporting Bullying

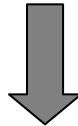




Appendix 3 Staff: Reporting Bullying

Report bullying to Year Team

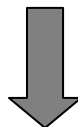
Direct or via SIMS Behaviour Management log (depending upon severity)



Incident promptly investigated by Year Team



Year Team take statements

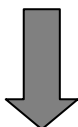


Year Team record incident on SIMS Behaviour Management  
(if not already completed)



In serious cases parents/carers informed  
and a meeting held

(If warranted) police consulted



Sanction given to the bully

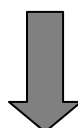
Other options enlisted to help  
change behaviour



Support offered to pupil who was bullied



If possible, pupils take part in  
a reconciliation meeting



After the incident has been dealt with there will be monitoring to ensure there is no repeat