



Anti-bullying policy

Statutory duty of schools

In the UK Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up policies to prevent bullying among pupils and to bring these to the attention of staff, parents and pupils. It is the intention that we at TBSC will follow these policies.

At TBSC we aim to ensure that children are able to learn in a safe and secure environment. All members of the school community are expected to respect the rights of others, irrespective of ethnic origin, gender, sexual orientation, religion or disability. We strive to foster an atmosphere of co-operation, characterised by good manners and consideration for others.

Definition of bullying: Bullying is repeated behaviour which makes other people feel uncomfortable or threatened.

There are different sorts of bullying but the main types are:

PHYSICAL

hitting, kicking, taking or hiding belongings including money.

VERBAL

name-calling, teasing, writing unkind notes, insulting.

EMOTIONAL

being unfriendly, looks, excluding, spreading rumours, insulting etc.

PSYCHOLOGICAL

manipulating friendships or giving accounts describing events which makes the victim look responsible.

CYBER

use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others. Can involve Social Networking Sites, like Facebook and Myspace, emails and mobile phones, used for text messages and as cameras

OTHERS

racist, sexist, sexual or homophobic.

People react differently. It is not always possible to tell if someone is hurt or upset.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Pupils must be encouraged to report bullying. Any member of the school community is expected to report bullying if they feel that they have witnessed an occurrence.

Preventative Measures

We take the following preventative measures:

- We use appropriate Assemblies to explain the school policy on bullying. Our PSHE programme is structured to give pupils an awareness of their social and moral responsibilities as they progress through the school. The programme is structured to enforce the message about community involvement and taking care of each other. It specifically tells pupils whom they should inform if they are being bullied, or are worried that another pupil is being bullied.
- Other lessons, particularly RE, English and PSHE highlight the issue of bullying and reinforce this message by teaching moral and spiritual values that show bullying to be unacceptable and by developing social skills.
- All members of the school community are expected to observe the Golden Rules.
- All our pupils are encouraged to tell a member of the teaching or pastoral staff at once if they know that bullying is taking place. Every member of staff is trained on how to respond to such allegations as part of their child safeguarding training.
- All reported incidents are recorded and investigated at once. We always monitor reported incidents.
- We have a strong and experienced pastoral team who support the Headteacher and are trained in handling any incidents as an immediate priority, and are alert to possible signs of bullying.
- Our pastoral team gives support and guidance to other staff on handling and reporting incidents, and on the follow-up work with both victims and bullies.
- Staff are always on duty at times when pupils are not in class and patrol the school site, particularly areas where bullying might occur. They are trained to be alert to inappropriate language or behaviour.
- We operate a support scheme, whereby older pupils are encouraged to offer support to younger pupils.
- We welcome feedback from parents and guardians on the effectiveness of our preventative measures.
- The school Counsellor is always available to meet with students, staff parents to discuss issues.

The school works hard to ensure that all pupils know the difference between bullying and simply “falling out”.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents.

Implementation

School

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- Upon discovery of an incident of bullying, the member of staff will discuss with the children the issues appropriate to the incident and to their age and level of understanding

- A clear account of the incident will be recorded and given, in the first instance, to the KS coordinator
- The KS coordinator may interview all concerned and will record the incident
- Class teachers, Deputy Head, Head and all other responsible adults will be kept informed
- If the matters persists or reoccurs then the deputy head teacher will intervene. The head will be informed. The deputy head will interview all parties concerned and after consultation will decide on an appropriate course of action
- Parents will be kept informed when deemed appropriate
- If the matter persists the Head will be informed and parents will be notified.
- Punitive measures will be used as appropriate and in consultation with all parties concerned

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- being reassured
- being offer continuous support
- having their self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken:

- official warnings to cease offending
- withdrawal of free time
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, class tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Parental Involvement

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from school). A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours.

Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer. Whilst there

is little history of bullying at TBSC, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. Where necessary we will call on outside resources to support our action. This policy is seen as an integral part of our Behaviour and Discipline Policy.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.