


Tiverton High School

Anti-Bullying Policy

Status	Non-Statutory
Job title	
Nominated prime author:	Jon Breeze
Policy to be implemented by:	All Staff
Date completed:	21st February 2018
Review period	As necessary when model policy is updated.
Date approved:	27 th February 2018
Signature of chair of committee:	

The master copy of this policy document is to be kept by the clerk to the Governors who must ensure that:

- 1.The Deputy Head , PA to the Head and the prime author all have a copy of the policy.
- 2.The policy review committee will carry out the review of the policy at the appropriate time.

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Vision Statement:

At Tiverton High School, we aim to provide a safe, happy and inspiring environment in which our students:

- feel valued and appreciate the beliefs, uniqueness and talents of others
- are happy, self-confident and resilient individuals
- love learning and have high expectations to achieve their potential
- are responsible, caring and active members of the community and wider society
- acquire the life skills needed to be safe and succeed in an evolving world

Introduction:

At Tiverton High School, we want an environment for all students where they can experience a sense of belonging and safety regardless of their background or cultural identity. The Anti-Bullying policy links with a number of other Tiverton High School policies. These include:

- Whole School approach to child protection.
- Self-Injury Policy
- Equal Opportunities Policy
- Behaviour Policy.

At Tiverton High School, we recognise that:

- I there may be bullies and victims in the community and that the matter needs to be addressed within the management of the curriculum and the welfare arrangements. One victim and one bully warrant our closest attention.
- II the sum of unhappiness, fear and under- performance caused by bullying can be substantial where the school have not developed positive, preventative management strategies or have inconsistent and inadequate adult response to incidents.
- III there is no magic wand by which to eliminate bullying. The difficulties involved in handling the issues successfully are real. They can involve a number of people within and beyond the school. Nevertheless, experience suggest clearly that where adults do tackle problems with care, the pain and stress really can be reduced.
- IV parents/carers have a duty to their children to help in solving bullying problems.
- V bullying will not stop unless all members of the school community take collective responsibility to eliminate it.

Roles and responsibilities:

Governors will:

✓ Monitor and hold to account all of the Senior Leadership Team (SLT) to ensure the policy is appropriately implemented and accurate records kept.

The Head teacher will:

- ✓ Support, enable and monitor key staff to ensure the policy is implemented and reviewed regularly.
- ✓ Ensure all staff are appropriately trained.

Staff will:

✓ Respond to any incidents of bullying, in line with this document.

Students will:

✓ Report any incidents of Bullying following the identified protocols, described in this document.

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Parents/carers will:

✓ Report any incidents of Bullying following the identified protocols in this document.

✓ Support Tiverton High School to appropriately deal with any identified incidents of Bullying.

Definition:

The Anti-Bully Alliance (www.anti-bullyingalliance.org.uk) define bullying as:

'the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online'

Bullying is a subjective experience and can take many forms, making it extremely difficult to define. Children, young people and adults can instigate bullying.

The nature of bullying is changing and evolving as technology develops.

Bullying is harmful to all involved, not just the bullied, and can lead to self-doubt, lack of confidence, low self-esteem, depression, anxiety, self-harm and sometimes even suicide.

Definitions are different and individuals have different experiences; however, from the accounts we have heard from children and young people we consider bullying to be:

- Repetitive, wilful or persistent
- Intentionally harmful, carried out by an individual or a group
- An imbalance of power leaving the victim feeling defenceless.

Bullying behaviour can be:

Physical – pushing, poking, kicking, hitting, biting, pinching etc.

Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.

Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.

Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.

Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion

Indirect - Can include the exploitation of individuals.

Prejudice driven bullying:

When bullying is driven by negative attitudes towards another group of people, or because the selected victim is seen as 'different' in some way, the prejudice itself needs to be tackled.

Prejudice-driven bullying can become more entrenched or severe over time and it can eventually lead to hate crime.

It can be related to negative views on –

Race, religion or culture

Special educational needs or disabilities

Appearance or health conditions

Sexuality and gender

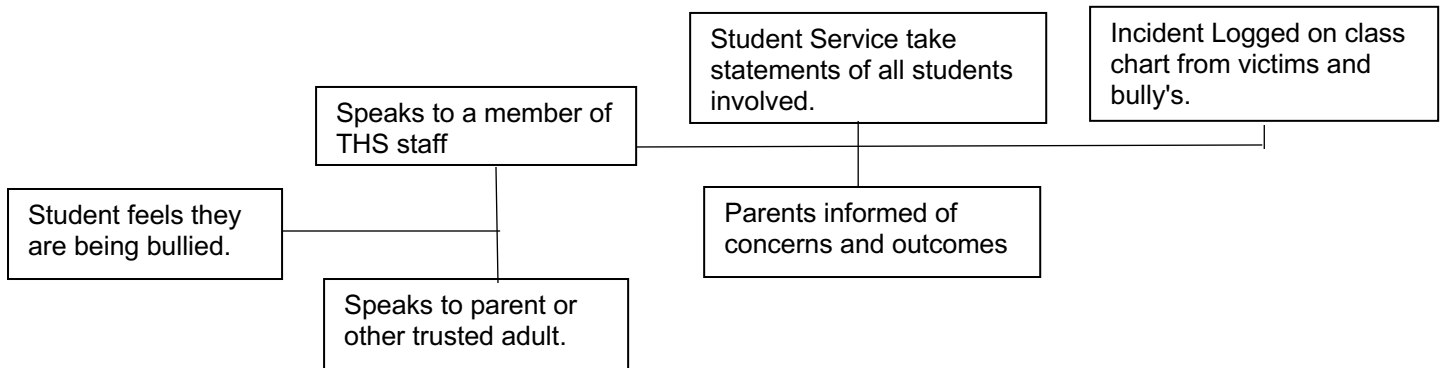
Perceived sexual orientation

Any so called perceived 'differences'

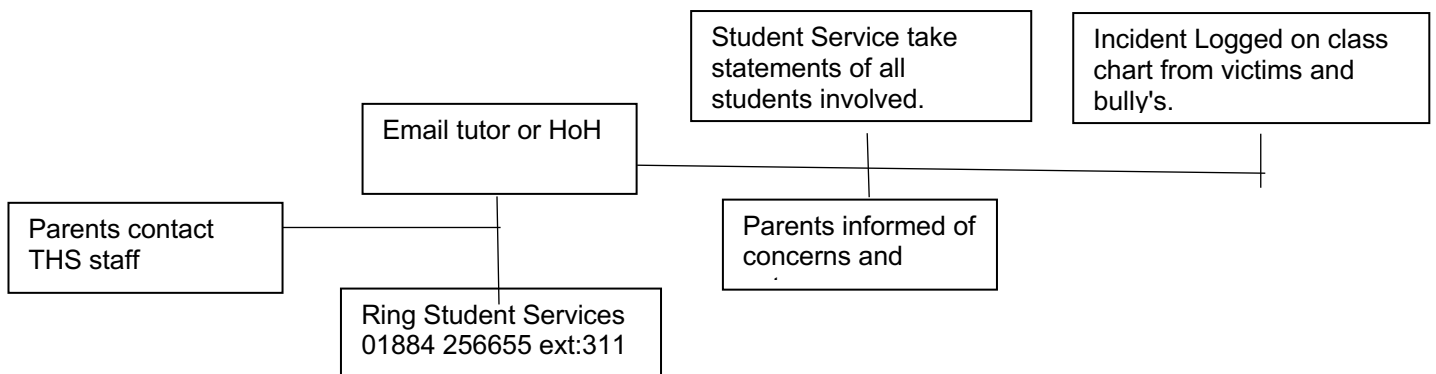
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Reporting and recording incidents:

Students reporting bullying:



Parent / Carers reporting bullying:



All reports of bullying will be recorded on class charts for all students involved, including sanctions. Any incidents of prejudice driven bullying will be reported to Devon County Council. Any racist incidents that meet threshold will be reported, as per the Channel guidance. This data will be reviewed every half term as part of the behaviour data review.

Prevention of bullying:

There are a number of different ways we try to prevent bullying at Tiverton high School, these include:

Whole School approaches:

- PSHE – Development Days.
- Assemblies – Delivered by HLT Welfare and Head of Student Safeguarding.
- Parent Forum events to support parents.
- Student Voice
- Adult modelling of positive relationships and communication
- Developing a restorative ethos and culture that supports the development of social and emotional skills
- Involvement in Anti-Bully week every year.
- HLT Welfare – being trained to be peer mentors.
- Vertical tutor groups to encourage the family feel for all students.
- Buddies for the Year 6 transition process.
- Students have support from Kooth.com as a form of Cyber Mentor.

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- Robust staff training.

Classroom strategies:

- Curriculum Work – Discussion of Bullying during different curriculum subjects.

Social time strategies:

- Training lunchtime supervisors to respond to bullying incidents.
- Improving school grounds – introduction of new social areas (by student services and Quad)

Responding to incidents of bullying:

We use a number of different approaches when we need to deal with bullying incidents at Tiverton High School. These approaches will be different for each individual incident and will increase in severity depending on seriousness of incident or if the incident is an isolated incident or not. Some of the approaches we use are:

Direct Sanctions:

- Telephone call to parents.
- Lunch or break time detention
- After school detention
- Internal Exclusion
- Late School

- External Exclusion
- Report to the Police.
- Racist incidents sent to DCC.

Restorative approaches:

- Conversation by staff.
- Restorative Justice meeting involving all students involved.
- Restorative Justice meeting involving parents.
- Restorative Justice meeting involving the police.
- Anti – Bullying Contracts.

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1st incident of bullying.

- Sanction put in place for incident.

2nd incident of bullying.

- Parents/Carers invited in.
- Anti Bullying contract signed.
- Sanction put in place for incident.

3rd incident of bullying.

- Further direct sanction.
- Further restorative approaches.
- Involvement of external agencies.

Useful contacts:

NSPCC Helpline 0800 800 5000,

Childline 0800 1111 / www.childline.org.uk

Kidscape www.kidscapr.org.uk

Anti Bullying Alliance www.antibullyingalliance.org

BIG <http://bullyinginterventiongroup.com/>