





Tiverton High School

Anti-Bullying Policy

Status	Statutory
Job title	Assistant Head Student Well-being
Nominated prime author:	N Lane
Policy to be implemented by:	All Staff
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Signature of Co-Chair of Governors:	 

Tiverton High School Anti-Bully Policy Vision Statement:

The aim of this document is to ensure that all students are able to learn in a supportive, caring and safe environment without fear of being bullied. Since we are a school which sets high standards for our students it is important that we create an atmosphere in which bullying cannot thrive and in which no student has to suffer from harassment of any kind. Because bullying happens in all societies, at all levels, it is important that we make our students knowledgeable about bullying and teach them strategies that enable them to stand up for themselves without resorting to retaliation in any form. Because bullying is in the news and is a form of real anxiety for parents, it is important that we inform parents fully about our approach to dealing with bullying, so that parents are able to distinguish between what is bullying and what is not.

At Tiverton High School, all stakeholders have the responsibility 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
- acquire the life skills needed to be safe and succeed in an evolving world

Our Definition of bullying behaviour:

Tiverton High School uses the Department for Education definition of bullying which describes bullying behaviour as:

a repetitive, negative behaviour that is intended to make others feel upset, uncomfortable or unsafe, where the relationship involves an imbalance of power.

Bullying is not.

It is important to understand that bullying is not an occasional falling out with friends, occasional name calling, arguments or when the occasional 'joke' is played on someone. It is normal for teenagers to fall in and out of friendships. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns or name calling. Students need to learn how to deal with these situations and develop skills to repair relationships. If these incidents arise as a school, we will work with students and support them dealing with this. However, when an incident is displaying bullying behaviour, the school will use the process explained in this policy.

Whilst one student or group starts displaying bullying behaviours towards another student or group of students, there are often other students present (bystanders) these may:

- Help the bully by joining in.
- Help the bully by watching, laughing, or shouting encouragement.
- Remain uninvolved
- Help the victim by telling the bully to stop or seeking support from an adult.

Bullying behaviour can be:

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

- Verbal bullying- name calling, sarcasm, spreading rumours, threats, teasing, belittling, taunting, sexist language, shaming.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact of any kind, inappropriate touching, offensive comments of a sexual nature, coercive/controlling behaviour, unwanted pressure e.g. for a date or image, cat calling or making inappropriate noises, unwanted attention, e.g. staring, spreading rumours of a sexual nature and/or inappropriate gestures.
- Cyber bullying – using the internet, games, mobiles, social networking sites etc in a way that causes harm or upsets someone else.

Protected Characteristics

- Racial bullying – deliberate unkind behaviour regarding someone’s culture, heritage, country of birth or nationality.
- Religion or belief – deliberate unkind behaviour regarding someone's religion or belief.
- Disability – any bullying behaviour where someone feels they are targeted for their disability, social educational need or medical needs.
- LGBTQ+ - any bullying behaviour where someone feels they are targeted for their sexuality/ sexual orientation or gender.

It is against the law to discriminate against someone because of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

How to recognise if someone is being bullied.

Signs and symptoms of bullying (identified by the Anti-bullying Alliance), or Peer on Peer abuse.

- Is unwilling to go to school
- Is frightened of walking to and from school
- Doesn’t want to go on the school/public bus
- Begs to be driven to school

- Changes their usual routine
- Begins to truant
- Becomes withdrawn or anxious, or lacking in confidence.
- Attempts or threatens suicide or runs away
- Cries themselves to sleep or has nightmares
- Begins to do poorly in schoolwork
- Has possessions which are damaged or go missing.
- Feels ill in the morning
- Asks for money or starts stealing money.
- Is nervy and jumps when cyber message is received.
- Is frightened to say what is wrong
- Stops eating
- Is afraid to use the internet or mobile phone
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive, or unreasonable
- Demonstrates bullying behaviours towards other children or siblings.

What you should do if you experience, or see, bullying at Tiverton High School

- Do not accept it, tell someone as early as possible.
- Do not become a bystander, if you see it, report it. Do not tolerate poor behaviour towards other students and inform an adult immediately –this includes discriminatory and derogatory language to others.

School responsibilities:

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents, and students.

Every bullying incident is different and because of this, the school uses a range of strategies in dealing with bullying issues. Students who have been bullied will be supported throughout and will be given opportunities to voice how they would like incidents to be resolved, where possible the school will try to implement these if it is felt appropriate and proportionate. This may involve restorative work and various other strategies to allow the victim to be heard, reassured, and pleased with the outcomes. All incidents will be thoroughly investigated in a fair and impartial manner, with appropriate follow up actions put in place, including communication with key staff and parents/carers.

A range of sanctions will be used as appropriate and in consultation with all parties concerned. These could include detentions, internal suspensions and in very serious cases fixed term suspension.

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.

Staff will:

- Respond to any incidents of bullying, in line with this document, ensuring all incidents are logged on CPOMS.

Students will:

- Report any incidents of Bullying.

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.

Responding to incidents of bullying:

Tiverton High School will deal with any allegation of bullying in a sensitive, timely and thorough way.

Support for Victim

After any incident the views of the victim will be sought and recorded to ensure that the incident was taken seriously by staff and that it has been dealt with effectively. Additional checks to ensure that other issues have not arisen during the following 2 weeks will be completed by the pastoral team.

The victim must ensure they speak to someone if the situation continues.

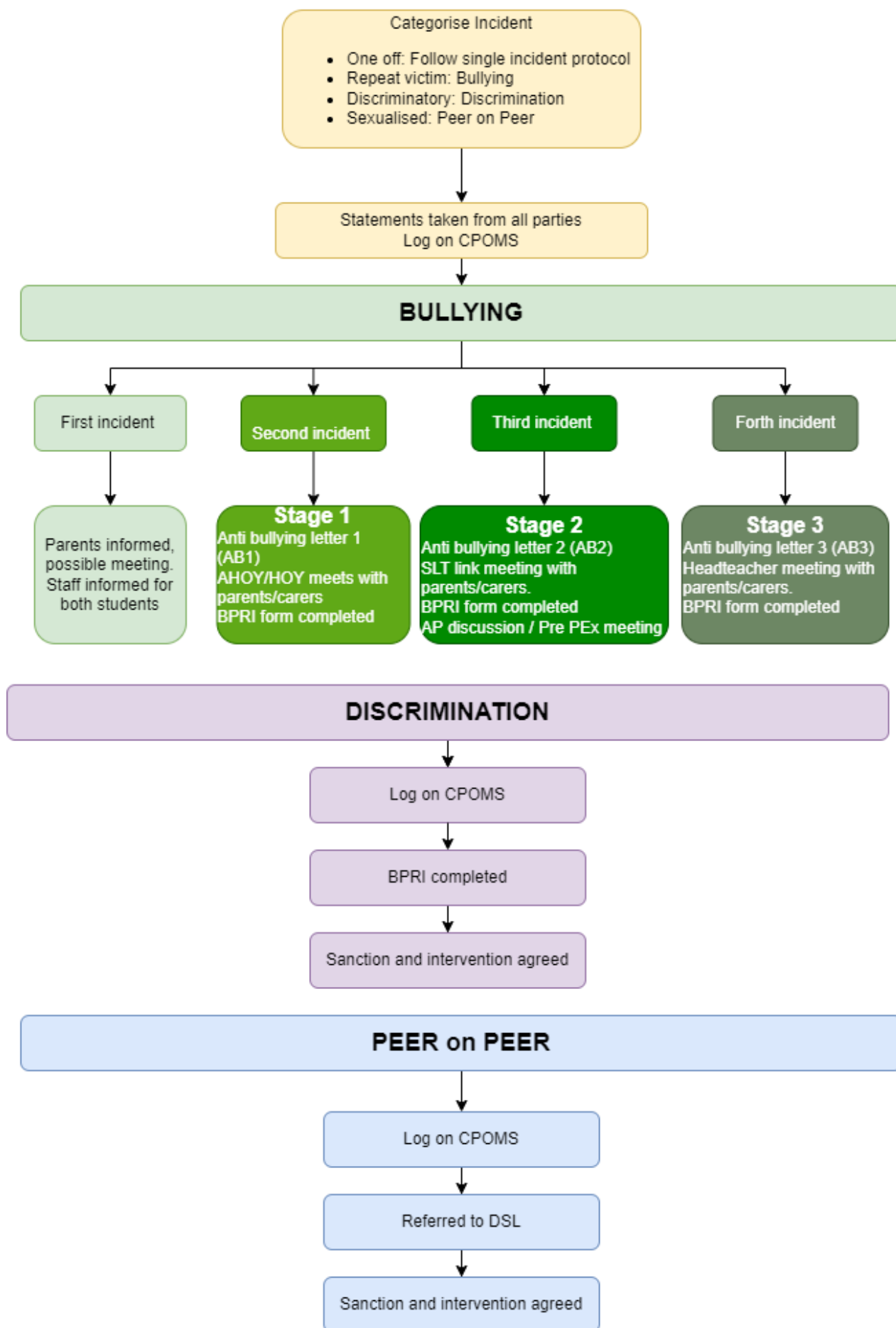
Consequences and support for the Perpetrator

Any consequences will be applied in accordance with the schools behaviour policy and will always take into account the severity of the incident. We also recognise some students will need additional support to help them recognise and change their behaviour. We aim to do this in the following ways:

- By talking about what happened, to discover why they became involved.
- By informing the parents/carers
- By continuing to work with the bully in order to get rid of prejudiced attitudes.
- By taking disciplinary steps in line with the behaviour policy and anti-bullying policy.
- Be speaking to the bully about how they may be able to recompense the situation by apologising, whilst recognising that this might not always be achievable.

Ensure that all the relevant staff are kept fully informed of incidents involving their students.

Bullying, Discrimination and Peer on Peer Abuse



Prevention

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

Whole School approaches:

- Personal development curriculum
- Development Days.
- Student anti bullying ambassadors
- Tutor time activities
- Assemblies
- Parent Forum events to support parents.
- Student Voice
- Students are encouraged not to be bystanders
- Adult modelling of positive relationships and communication
- Developing a restorative ethos and culture that supports the development of social and emotional skills.
- Restorative justice
- Referrals to school nurse/ wellbeing support/ other agencies
- Reports and behaviour contracts
- Involvement in Anti-Bully week every year.
- Student leadership – wellbeing and equality
- Tiverton High School Anti-Bully Policy
- Anonymous reporting button on the school website
- Classroom strategies: Curriculum Work – Discussion of Bullying during different curriculum subjects.
- Kindness and compassion are recognised and rewarded
- Clear behaviour policy that rewards positive behaviour.

Helpful organisations

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Beat Bullying: www.beatbullying.org

Childline: www.childline.org.uk

DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and
“Supporting children and young people who are bullied: advice for schools” March 2014:

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-healthwithout-mental-health-a-cross-government-outcomes-strategy>

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

Cyberbullying Childnet International: www.childnet.com

Digizen: www.digizen.org

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

EACH: www.eachaction.org.uk

Pace: www.pacehealth.org.uk

Schools Out: www.schools-out.org.uk

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice0-to-25>

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Show Racism the Red Card: www.srtrc.org/educational