



Anti-Bullying Policy

Statement of Intent

- We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. We ALL have a responsibility to help others to be free from bullying; this means that *anyone* who knows that bullying is happening is expected to tell the staff. Bullying is a **repeated action**, often over a long period of time.

Aims of this anti-bullying policy

- To ensure that all students understand the detrimental effects of bullying/the bad effects that bullying has on people, through PSHCE, assemblies, Drama and where appropriate, other lessons
- To make all students aware that anyone who is bullied should not suffer in silence, but should report it to an adult
- To identify any bullying at the earliest possible stage, either by observation or by a good reporting system
- To make all students and staff aware that bullying will not be tolerated and that action will be taken if and when bullying incidents arise
- To enable each person to be ready to identify any areas where bullying takes place so that the school can do something about them

What is bullying?

- Bullying is any intention to hurt or intimidate someone
- Bullying may involve physical violence, verbal intimidation or emotional threats
- Bullying makes it difficult for those being bullied to deal with the problem/defend themselves/to cope with the situation

Bullying can be:

- Emotional: Being unfriendly, excluding, tormenting (e.g. 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 focussing on the issue of sexuality
- Verbal Name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities

Recognising the Symptoms

Children who are being bullied may not report it; however there may be changes in their behaviour which staff will be alert to and will act upon. Children may:

- be frightened of walking to or from school or of going on the school bus
- be unwilling to go to school
- change their usual routine
- become withdrawn, start stammering
- become distressed, stop eating
- cry themselves to sleep
- have nightmares and even call out 'Leave me alone!'
- have unexplained bruises, scratches, cuts
- have their possessions go 'missing'
- ask for money or begin stealing money (to pay the bully)
- continually 'lose' their pocket money
- refuse to say what is wrong
- give improbable excuses to explain any of the above
- attempt suicide

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

Preventing Bullying

1. Each year group tackles an element of anti-bullying education within the Citizenship Programme.
2. Heads of Year will consider tackling bullying with assemblies, sometimes as a proactive move. These will be supported by assemblies within Anti-bullying week by a member of the SLT and SEAL assemblies.
3. Drama gets the message over effectively – especially if from an older year group to a younger one.
4. Each new Year 7 student experiences a clear, simple anti-bullying initiative within the first half term.
5. The anti-bullying ethos of the school is kept in high profile, and under constant review.
6. For bullying to be tackled effectively within the pastoral system, strong links between the tutor and the individuals of the tutor group must be maintained. This allows time to work with bullies and victims, and to involve the whole class in pre-emptive anti-bullying education. This contact time must be kept under review, to ensure it achieves its objectives.

7. Staff duties are kept under review to ensure that opportunities for bullying are reduced. For example, the toilet areas should be given spot checks by staff, to make incidents of bullying in these 'danger areas' less likely.
8. The status of lunchtime assistants is kept as high as possible. They are aware of what to do if they are told of, or witness, incidents of bullying.
9. Guidance is offered to any child who displays characteristics of victim behaviour.
10. Information is clearly on display in tutor rooms so that students know what to do if they are bullied or witness bullying. This information is also in the student planners.

Identifying and reporting concerns about bullying

All concerns about bullying will be taken seriously and investigated thoroughly.

All students are encouraged to report bullying by:

- talking to a parent
- talking to a member of staff of their choice
- completing a 'bullying concern' form and placing it in a box around school
- contacting local and national support agencies for advice/support

Parents are encouraged to report concerns about bullying to their child's form tutor and to support the school in tackling it.

Students who are bullying others also need support to help them understand and change their behaviour.

Students who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

Dealing with Bullying

All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall with the school's definition of bullying and ensure that the victim receives the support required; the bully is informed of the unacceptability of their behaviour and a record is made of the incident.

All children need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Incident management

The school will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff. Incident Reports should be completed by both the Bully and the Victim. The Incident should be reported on Sleuth as a 'Bullying Incident' and sanctions/referrals reported. The referral procedure is as follows:

Stage	→		→	Tick
1	Referral to Form Tutor	Meeting with Form Tutor and student.	Discussion/warning.	
2	Referral to Year Leader	Meeting with Year Leader and student.	Parents contacted. Consequence or follow-up.	

3	Referral to SLT Link.	Formal meeting with SLT Link and Year Leader.	Parents contacted. Consequence or follow-up.	
4	SLT Link invites parents into school	Formal meeting with SLT Link and Parents.	Consequence or follow-up. (Possible exclusion)	

Post incident responses for the target of bullying

When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated. The school will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully
- strategies to prevent further incidents
- sympathy and empathy
- counselling
- befriending
- assertiveness training
- extra supervision/monitoring
- creation of a support group
- peer mediation/peer mentoring
- informing/involving parents
- adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability)
- arrangements to review progress

For the bully

Tarporley High School & 6th Form College takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way.

We will respond to incidents of bullying behaviour in a proportionate way – the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. The following options will be considered:

- immediate action to stop an incident of bullying in progress
- engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable
- detention and/or loss of lunch/breaktime privileges
- put on behaviour report
- removal from class/lesson
- withholding participation in sports or out of school activity (if not essential part of curriculum)
- parents informed
- counselling/instruction in alternative ways of behaving
- rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control

- adult mediation between the perpetrator and the victim (provided this is safe for the victim)
- fixed periods of exclusion
- permanent exclusion (in extreme cases which may involve violence)
- external training by appropriate bodies.

REVIEW

Efforts to prevent bullying must be kept under review. If students start to tolerate bullying, or staff fail to deal with bullying, then the details of this policy must be reviewed, to ensure that as a school we are always working to reduce bullying. It may be helpful at intervals to seek the views of students on the level of bullying with a questionnaire.

All Tarporley High School & 6th Form College students deserve the best teaching and learning opportunities that the school can provide. We expect high standards of behaviour and appearance to be shown at all times, together with respect and consideration for others. We want everyone to enjoy school life and to achieve their very best in all that they do.