

# Anti-Bullying Policy in Sir Thomas Picton School

Reviewed February 2014

Review due: January 2017

Equality Impact Assessment Completed

Responsible Individual: D Brook

## Introduction

There is a genuine and clear belief in Sir Thomas Picton School that no member of our community should be fearful of bullying. This policy has been drawn up to ensure the wellbeing of everyone who is part of our school community; staff or pupil. Nobody should feel threatened or intimidated, harassed or marginalised and every person in this school should share the objectives that enable everybody to achieve their potential and strive to reach their social and academic goals. It is a shared responsibility and we must work together to promote positive behaviour and attitudes.

## What is Bullying?

In our school bullying is defined as any deliberate and repeated behaviour which makes another person feel hurt, threatened, frightened or intimidated over a period of time. It involves an imbalance of power between individuals or groups of people.

Bullying can manifest itself in many different forms:

- Physical abuse; pushing, punching, hitting, kicking, spitting, etc.
- Verbal abuse; name-calling, teasing, insulting, taunting, mimicking, threatening, etc.
- Silent abuse; ignoring, isolating, excluding, etc.
- Cyber bullying; through social networks, mobile phones and other devices.
- Sexual harassment.
- Racial harassment.
- Making fun of a disability or learning need.
- Damaging another person's property.
- Extortion or stealing from another person.
- Malicious gossip and rumours; this also happens on-line.
- Forcing someone to do something against their will.

Bullying is not:

- When friends have an argument.
- One-off incidents e.g. a fight.
- When acts of hurt are caused unintentionally.

## **Our Aims**

- To prevent bullying by treating all incidents immediately and instantly.
- To deal with each incident individually with sensitivity and consistency.
- To record, report and analyse all incidents of bullying.
- Enabling all those who are harmed to report any incident easily and discreetly.
- Ensuring all people know that each instance of bullying will be taken seriously.
- For all those who are harmed to feel confident that something will change to ensure the bullying stops.
- To communicate that this school community will not condone or accept any form of bullying.
- To raise awareness with regards to bullying, building an ethos of personal responsibility, where those who are harmed are encouraged to tell of their experiences either in regards to being harmed or seeing others who are being harmed.
- To ensure that the school reflects an ethos and environment where all are able to achieve.
- Pupils recognise the 'Anti-Bullying' logo adopted by the school.

## **Our Anti- Bullying Procedures/Strategies**

- Communicate all Anti-Bullying policies in the school handbook.
- Communicate The Pupil Anti-Bullying Charter throughout the school
- Make all pupils, students and parents aware of the Bully Button, where it is and how it works.
- Communicate the Anti-Bullying Policy in all school brochures.
- All new pupils are made aware of the anti-bullying ethos in the school.
- Record, report and analyse incidents of bullying.
- Integrate the anti-bullying ethos into all aspects of the Yr 6 to Yr 7 transition.
- Deliver a clear anti-bullying ethos through PSE, RE and any Pastoral Tutor

Programmes where opportunities are provided to discuss bullying to arm individuals with coping methods and clear understandings of procedure.

- Incorporate the 'Anti-Bullying Week' into the school calendar.
- Train Peer Supporters to offer support to those more vulnerable individuals.
- Communicate the 'Anti-Bullying Ethos' across the school through the TV screens and posters in classrooms/corridors.
- Ensure all instances of bullying are dealt with quickly and effectively.
- Develop a Buddy System/Peer Mentoring.
- Promote E-Safety
- Provide Self Esteem Programmes
- Provide mediation

### **Recommended Action**

- Pupils and staff to report any instances of bullying to appropriate staff, form tutor or SLT.
- Instances of bullying are recorded on the Pupil Chronology.
- Tutors maintain the key role in monitoring and mediating between pupils to ensure a harmonious environment where all individuals are able to exist.
- Communicate any serious instances of bullying to HoY and SLT members.
- Communicate bullying to parents/carers if deemed appropriate.
- Potentially adopt Restorative Practice across the school community to resolve bullying without confrontation.
- Possible referral made to the School Counsellor for the person who has been harmed or the wrong-doer.
- Potential intervention from the Behavioural Management Team or time in the Progress Centre if the bullying persists.

Records of bullying are kept on the Bully Button log and as part of the Chronology Record. These can be accessed via SLT. Pupils are encouraged to feed back to Key Workers who ensure that the bullying has ceased.

All instances of bullying should be recorded on the Pupil Chronology. Staff then can monitor the situation and intervene if no improvement is evident.

**BULLYING IS UNDERSTOOD NOT TO BE A ONE-OFF FIGHT WHERE TEMPER ARE LOST OR A FALL-OUT BETWEEN FRIENDS. BULLYING IS A DELIBERATE AND**

PROLONGED SERIES OF ACTIONS THAT PURPOSEFULLY HARM ANOTHER.

**Signatures:**

Dr N Poole, Headteacher: \_\_\_\_\_

Chair of Governors: \_\_\_\_\_

Ms D Brook, Responsible Individual: \_\_\_\_\_

Pupil Representative: \_\_\_\_\_

## Anti Bullying Charter

- We will not tolerate bullying.
- Bullying will be dealt with seriously.
- When we report bullying, staff will give us a fair hearing.
- We have the right to travel to and from school without being bullied.
- We will respect others.
- We will accept differences in appearance.
- We will accept others regardless of race, religion, gender, sexuality, culture and disability.
- We are an action school and bullying is too important to ignore.

What do you need to do?

If you think you are being bullied:

- Try to ignore it – they might stop if they don't get a reaction
- Don't let them get away with intimidating you – tell them to stop or you will tell someone
- Ask your friends or classmates to stick up for you
- Keep a record of what is happening
- Tell a teacher
- Tell a parent/carer
- You must speak out
- Remember you have the right to be safe and happy

Useful information

Childline - 0800 11 11

Kidscape - 0207 7303300

**Bullying: If you laugh at it, you are part of it!**