

## **THEALE GREEN SCHOOL ANTI BULLYING POLICY**

### **Purpose and Background**

This policy relates closely to the school's Code of Conduct and Behaviour policies.

At Theale Green School we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential. We are a Rights Respecting School and these aims are in line with those of the RRS movement.

We would expect pupils to feel safe in school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe.

### **Definition of bullying**

Bullying can take a wide range of forms, but it can be defined as:

- The singling out of one or more children by a larger group for physical or verbal abuse and insults, whether online or in the real world.
- Behaviour, usually repeated over time, which intentionally hurts another individual or group, physically or emotionally. One person or a group can bully others.
- Behaviour which hurts another individual or group physically or emotionally, and which is carried out without consideration for the feelings of the victim(s).

Note that a lack of repetition or intention does not necessarily mean that bullying has not taken place.

### **Strategies for Preventing Bullying**

As part of our ongoing commitment to the safety and welfare of our pupils we at Theale Green School have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- Rights Respecting Schools Programme
- Restorative Approaches
- Anti-Bullying week annually in November.
- PSHE/citizenship
- ICT curriculum content on Cyberbullying and internet safety
- Student voice
- Peer mentoring schemes
- Parent information events/information
- Staff training and development for all staff
- Counselling and/or Mediation schemes

We will work with parents and carers to prevent bullying because we recognise that bullying can cause serious physical and psychological damage. We encourage parents and carers to

contact their head of year immediately if they have concerns regarding bullying. If, for any reason they are dissatisfied with the response or action taken, they should escalate their concern to the Deputy Head or Head of the school.

A bullying concern may be treated as a child protection issue if the wellbeing of any individual is threatened sufficiently that it meets this threshold.

Bullying can include:

- name-calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying –
- inappropriate text messaging and e mailing;
- sending unsolicited, offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Specific types of bullying include:

- bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- bullying related to appearance or health
- bullying relating to sexual orientation

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

Certain groups of pupils are known to be particularly vulnerable to bullying by others: these may include pupils with special educational needs such as learning or physical disabilities; young carers, Looked After children, those from ethnic and racial minority groups and those young people who may be perceived as lesbian, gay, bi-sexual, transgender or questioning their gender role.

### **Reporting and Responding to Bullying**

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

### **How to report bullying at Theale Green School:**

Children and young people should report concerns initially to their Head of Year or a Pastoral Mentor.

Parents and carers should report concerns initially to the Head of Year

Staff and visitors should report concerns to the Head Teacher or the Human Resources Officer

### **Procedures**

If bullying is reported, the school will take steps to investigate and resolve the issue, including:

- Interviewing all parties and collecting written statements
- Informing parents
- Taking a solution focused, restorative approach, which may include:
  - One-to-one support for victim
  - One-to-one support for perpetrator
  - Contact with external agencies
  - The introduction of a IBP or PSP
  - Sanctions, up to and including Permanent Exclusion
  - Follow up including contact with the person who reported the situation, parents/carers

### **Recording Bullying and Evaluating the Policy**

Potential incidents of bullying will be reported by the member of staff who deals with the incident and recorded by the Head of Year.

In consultation with The Assistant Head Teacher (Behaviour), the Head of Year will decide if the incident constitutes bullying. In this case, the incident will be recorded as such in the school's information management system.

The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy.

This information will be presented to the governors in an anonymous format as part of the annual report.

The policy will be reviewed and updated regularly. The policy review will be linked to the School Improvement Plan, working towards a more inclusive and harmonious ethos across the school community.

Links with other policies

- Behaviour Policy
- Safeguarding Policy
- Acceptable Use Policy - Cyberbullying and internet safety
- Equalities Policy - Race, Sexist, Sexual, Transphobic, Homophobia, SEN and Disability
- PSHE and Citizenship Policy
- Complaints policy

- Confidentiality Policy

### **Management of Policy**

**School:** This policy is implemented and managed by the member of SLT with responsibility for Behaviour

**Governing Body:** The Governing Body has delegated the oversight, review and update of this policy to The Head Teacher

**Approval:** Approved by the Head teacher 28 April 2017

**Date of next review:** Spring 2020