

Tanfield School

Specialist College of Science & Engineering



ANTI-BULLYING POLICY

Statement of Intent

At Tanfield 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. We want our students to leave Tanfield as well equipped and able to engage positively with a rapidly changing world as accomplished problem solvers, innovators and have the ability to lead with a clear appreciation of and respect for others views. Bullying of any kind is unacceptable at Tanfield. 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. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

All members of the school are encouraged to:

- Never to accept or ignore any form of bullying which they notice
- Always speak out and ensure action is taken
- Support the victim(s), try to restore his or her self-esteem and confidence
- Deal with perpetrator(s) in a non-bullying way, unravelling the issue so that he or she is less likely to bully again
- Provide structured support appropriate to the needs of the victim(s) and the perpetrator(s)

This policy is available on the school website and the shared staff are on the school network and should be read in conjunction with the following policies:

- Behaviour policy
- Equal Opportunities Policy
- Send Policy
- Exclusion Policy
- PSHE Policy and Schemes of Work

This anti-bullying document is also compliant with:

- Equality Act, 2010
- SEND Code of Practice 2014: 0 to 25 years
- Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies, October 2014
- Keeping Children Safe in Education, DfE, September 2016
- Cyberbullying: Advice for School Leaders, Staff and Governing Bodies DfE Guidance, July 2011 www.cyberbullying.org
- Gender Identity and Education Society (GIREs)

What Is Bullying?

The nature of bullying is changing with ever developing technology and can be interpreted as hurtful to all involved from the victim to the witness. It is not easy to define but has the intention of hurting another person resulting in an imbalance of power leaving the victim in or distress.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting, ridiculing or humiliation (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any other forms of violence or sexual assault
- Racist racial taunts, graffiti, gestures or hate crime
- Sexual unwanted physical contact, harassment or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing or making offensive remarks
- Cyber all areas of internet ,such as unwanted email & internet chat room misuse
Mobile threats by text messaging, calls or social networking sites
Misuse of associated technology , i.e. camera & video facilities
- Indirect emotional tormenting, excluding from social groups or spreading malicious rumours

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

We at Tanfield have a responsibility to respond promptly and effectively to issues of bullying. Together as adults, young people, parents and carers we can defeat bullying. At Tanfield we raise awareness by discussions of difference between people and the importance of avoiding prejudice.

Any suspicion of bullying should be reported directly to the appropriate Co-ordinators of Learning in the first instance. CoLs should carry out a detailed investigation of the claim and attempt to determine if bullying has occurred, how and when it has occurred and which members of the school have been involved. The parents of all students, victim(s) and perpetrator(s) must be informed as quickly as possible and if appropriate arrange meetings to determine next actions. Incidents of bullying will be dealt with through the higher level of sanctions and may lead to time in the Inclusion room, fixed-term exclusion and in the most serious of cases, permanent exclusion. Such decisions will be made depending on the evidence collected.

In all reported cases Learning Tutors and Co-ordinators of Learning must be involved from the beginning of the process. It may be appropriate to involve, parents, other agencies and the programme offered by the Behaviour Support Team. The following strategies will be used to try and lesson the likelihood of bullying:

- Raise awareness of bullying through the curriculum, PSHECC, tutor group time and assemblies
- Regularly encourage the idea that the right thing to do is tell – that it is not 'grassing' and to ignore it is to condone it
- Promote student self-esteem
- Encourage staff to provide role models of caring behaviour

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

What to look for:

A young person may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- low self-esteem and makes negative comments
- threats to hurt themselves or others
- lonely or isolated at school
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feel ill in the morning
- feigning illness
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

Tanfield Working Together to Prevent Bullying

- 1) Report bullying incidents to any member of staff
- 2) Students can log on to Moodle to report any bullying issues that is happening to them, that they have witnessed or that they believe is an injustice in confidence
- 3) In cases of serious bullying, the incidents will be recorded by staff and logged on the student file area on sims
- 4) In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- 5) If necessary and appropriate, police will be consulted or parents advised to contact police
- 6) The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- 7) An attempt will be made to help the bully (bullies) change their behaviour through restorative justice
- 8) Support the victim and make it clear that what is happening is wrong and ensure that they have a trusted adult contact the school.

Childline: 0800 11 11 www.childline.org

Children's Commissioner: 020 7783 8330

School Councillor: Referrals can be made by staff

Peer Mentors

Peer mentoring provides a support system as well as a safe and sympathetic environment. Our peer mentors are a fully trained group of students who are available for any other student to talk to. They are available to all students as a listening ear to help and support. There is a designated room in school where students can share any information in confidence or be given support to log any issues on Moodle.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, exclusion will be considered
- 3) If possible, the students will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Staff will have a 'check in' with any victims after the initial report.
- 5) Support and counselling may be agreed with the victim or perpetrator.

Contacts

Parents who have concerns should contact their child's Form Tutor, Co-ordinator of Learning or the Head Teacher.