



Twyford
C of E
Academies Trust

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AN ANTI BULLYING CODE FOR TWYFORD CE ACADEMIES TRUST SCHOOLS

AIMS & OBJECTIVES

Schools have a responsibility to create a secure and safe environment in which learning can occur. The Directors of the Trust and the Governors, Staff, Parents and School Council of each Trust school share this view and will react firmly and promptly where bullying is identified.

The ongoing and long term aim of the policy is to reduce the number of students who experience bullying through increasing awareness of this behaviour, its causes and consequences in the students, staff, parents and carers who make up the school community, and to help students find out about and put into practice a series of solutions to the problem of bullying.

The policy also aims to ensure that individual cases of bullying will be dealt with consistently and in a constructive and fair manner when they occur. Procedures for dealing with bullying are clearly set out so that all members of the school community know what they can expect from the school and what the school expects of them, with regard to bullying.

BULLYING: A CHARTER OF PUPIL RIGHTS

As a member of a Twyford Church of England Academies Trust school, you have the right:

1. To live your life in peace and safety
2. To be an individual and be proud of being different
3. Not to be bullied
4. To say **NO** firmly to anything you think is wrong
5. To protect yourself by ignoring others or by walking away
6. To tell a member of staff, if someone is making you unhappy.

BULLYING: A CHARTER OF PUPIL RESPONSIBILITIES

As a member of a Twyford Church of England Academies Trust school, the school expects you:

1. Not to put up with any form of bullying
2. To work with others to stop bullying
3. To inform a member of staff of any form of bullying
4. Not to be afraid of reporting any incidents. If you do nothing, it might suggest that you are supporting the bullying
5. Not to put up with bullies in your group of friends.

WHAT IS BULLYING?

- *Any behaviour which can be reasonably perceived as the wilful, conscious desire to hurt, threaten, intimidate or frighten someone*
- *Bullying can include harassment, assault, mental cruelty, extortion, criminal damage, racial abuse, sexual abuse, and so on.*

Bullying can be physical, verbal, emotional and can be seen in:-

- Threatening behaviour and extortion (taking money).
- Name-calling, teasing, spreading rumours, persecution, racial abuse, cussing (verbal bullying).
- Aggressive behaviour: (involving violence) e.g. pushing, punching, hitting, spitting
- Isolating an individual (emotional bullying).
- Damaging or stealing property from a victim.
- Creating a feeling of powerlessness; making people feel uncomfortable.
- Using sexually insulting language/gestures
- Unwanted physical contact
- Bullying by text message/internet use (e.g. chat rooms, hate websites) electronic forms of bullying.

All types of behaviour listed above are unacceptable and will not be tolerated at this school

WHAT SHOULD THE SCHOOL DO?

- Encourage discussion of the topic in Citizenship, tutor periods, assemblies, drama and across as wide an area in curriculum terms as possible by students, staff and parents.
- Investigate all absences to ensure there is a valid and real cause for the non-attendance.
- Be aware of and alert to the nature of the problem in classrooms, corridors, when on duty at break or lunchtime.
- Treat information seriously and communicate it from staff to/from Head of Year. All information should remain confidential especially witness statements
- Keep a register of bullying incidents centrally on the main School computer.
- Follow up all reported incidents.
- Support students who are being bullied.
- Help bullies to change their behaviour.
- Encourage everyone to take responsibility to prevent it happening, which means, do not stand by and watch - fetch help and be prepared to give an accurate account of what you saw. All information will be treated in strictest confidence.

ANY INCIDENTS SHOULD BE REPORTED TO

- Tutor or any member of staff
- Any member of Learning Support Department
- Head of Year
- Deputy Head
- Lunch time Supervisors, Office Staff
- Parents
- Friends
- Prefects, House Prefects or members of the Sixth Form.
- Chaplaincy Team

SCHOOL POLICY/ROUTINE

ADVICE AND GUIDANCE - LISTEN: BELIEVE: ACT

1. Listen carefully and record all serious incidents/allegations in the first instance in the register held by the Head of Year and subsequently transferred to the central register.
2. Anyone involved in a bullying incident will be interviewed and asked to record the events in writing which will then be passed to the Head of Year.
3. Staff will work with the young person who is being bullied to help them feel safe and find responses to bullying that work.
4. Staff will work with the young person or people who are bullying to change bullying behaviour.
5. Wherever possible, staff will work with the parents/carers of any student who is bullying to support and encourage that student in finding alternatives to bullying behaviour.
6. Staff where necessary may involve people from outside agencies (Secondary Inclusion Team, Community Police Liaison Officer) in supporting students who are experiencing bullying or who are bullying.
7. Whatever the outcome of the investigations all parties will be left in no doubt as to the effects of bullying and the school's policy.
8. In the event of the complaint being upheld, appropriate action will be taken, the bully/bullies will be told to stop and the parents of both bullies and victims will be informed in writing of the outcome of the investigations and any immediate actions or threatened sanctions should there be a recurrence.
9. The person who has been bullied will need a guarantee that any repercussions either in or out of school will lead to the immediate imposition of the agreed sanctions upon the offender.
10. Sanctions include a warning from the Head of Year, together with appropriate further action, Senior Staff Detention, referral to Deputy Headteacher/Headteacher, exclusion for a fixed period of time, interviews with the Chair of Governors, permanent exclusion. In all cases, parents/carers will be informed of what has occurred and the appropriate action taken by the school.

THE PARENTS' ROLE

If you suspect that your child is being bullied:

1. Discuss it with them; try to get names, places, times and witnesses and identify what the nature of the bullying is.
2. Encourage them to report this to their tutor and Head of Year – even better if they can put all the details in writing, this will make it even easier to follow up.
3. Follow this up with an email or letter to the Head of Year to ensure a dialogue between home and school is created.

HOPEFULLY THIS WILL RESOLVE THE MATTER, HOWEVER IF THE PROBLEM PERSISTS:

4. Further email to Head of Year with a copy to the Deputy Headteacher or Associate Headteacher.
5. Internally the Learning mentor team can provide support (accessed via Learning Support)
6. Externally both the Secondary Inclusion Team and The Police Liaison Officer can offer support and strategies as well as the Ealing Pupil Parent Partnership

Appendix 1

DfE guidelines (2014)

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

Cyber-bullying - The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

Bullying outside school premises - Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The Headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed. In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

If an incident of bullying outside the school premises is reported to the school, it is important that it is investigated and appropriate action is taken. This will send a strong signal to pupils that bullying will not be tolerated and perpetrators will be held to account.

Criminal law -Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication

to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

Appendix 2

CONTACT LINES AND HELPFUL AGENCIES

Anti-Bullying Alliance	www.anti-bullyingalliance.org.uk
Kidscape (Bullying Counsellor available)	0207 7303 300
Childline (Confidential free phone line for Children in trouble or danger)	0800 1111
Educational Action Challenging Homophobia	Free phone 0808 1000 143 www.eachaction.org.uk
Victim Support	0808 1689111
NSPCC	0800 800 5000
Child Protection Helpline	0800 800 5000
Parentline Plus & Bullying UK	0808 800 2222 www.parentlineplus.org.uk www.bullying.co.uk
Secondary Inclusion Team	07940 021530
Police Liaison Officer	07789 901576
Ealing Pupil Parent Partnership	0208 840 9099