



Anti-Bullying Policy

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This policy and procedure document links with and is supported by the following other policy and procedure documents:

- Conduct Policy & Procedure
- Exclusions Policy & Procedure
- Safeguarding Policy & Procedure
- Screening, Searching & Confiscation Policy & Procedure
- Equality Policy

This anti-bullying policy was produced in consultation with the Tytherington School Student Parliament. It sets out the way in which the school aims to both prevent and curatively deal with any incidences of bullying.

In conjunction with the school “Conduct Policy & Procedure”, it is intended to support the school as a place where every person has the right to be themselves and to be included in a safe and happy environment through promoting self-esteem, encouraging pride, and fostering mutual respect, co-operation and courtesy. Everyone at our school is equal and should be treated with respect.

PRINCIPLES OF THE POLICY

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all students and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our students to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our students by society when they leave school and enter the world of work or further study.

We are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing and assessing the impact of our preventative measures.

DEFINITION OF BULLYING

Bullying is hurtful or unkind behaviour which is **deliberate and repeated**. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

The nature of bullying can be:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **Attacking property** – such as damaging, stealing or hiding someone's possessions
- **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- **Psychological** – such as deliberately excluding or ignoring people
- **Cyber** – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender identity** (transphobic bullying)
- **Special Educational Needs (SEN) or disability**
- **Appearance or health conditions**
- **Related to home or another personal situation**
- **Related to another vulnerable group of people**

No form of bullying will be tolerated, and all reports of bullying will be taken seriously and investigated fully.

RECOGNISING & REPORTING BULLYING

RECOGNISING THE SIGNS OF BULLYING

Individuals who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

If any of the above signs that bullying may be taking place become evident to any person within the school community then it is their responsibility to report it.

REPORTING BULLYING

In the event of bullying taking place it is the shared responsibility of all members of the school community that have witnessed/experienced it to report it. If a student is being bullied, they are encouraged to not retaliate but to report it immediately. At Tytherington School we have clear processes that enable staff, parents, carers, students and members of the public to confidentially report any safeguarding concerns or incidents of bullying. Research shows that students, in particular, can be reluctant to report incidents of bullying for a number of reasons. A process that makes reporting safe, private and easy is critical.

These procedures for reporting are clearly communicated to students and parents at the beginning of each academic year. The “Staying Safe” page can be accessed from the homepage of the Tytherington School website and incidents of bullying can be reported in the following ways:

- Report to a member of staff – such as a Form Tutor, Head of Year, Designated Safeguarding Lead or any other member of staff.
- Report bullying by:
 - Phoning – 01625 610220
 - Using the anonymous reporting form on the school website, via - <http://www.tytheringtonschool.co.uk/students/staying-safe/>

REPORTING – ROLES AND RESPONSIBILITIES

STAFF

All school staff, both teaching and non-teaching have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school’s efforts to prevent bullying. If staff are aware of bullying, they should reassure the students involved and inform a relevant member of the pastoral team. Heads of Year are your anti-bullying leads.

SENIOR STAFF

The Senior Leadership Team and the Headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people. In addition to the designated anti-bullying leads, Mr Pepper is the Senior Leader responsible for anti-bullying.

PARENTS AND CARERS

Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should tell their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by:

- Emailing – stayingsafe@tytheringtonschool.co.uk
- Phoning – 01625 610220

STUDENTS

Students should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If students witness bullying they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult.

RESPONDING TO BULLYING

When bullying has been reported, a full investigation will always take place. The aim of the investigation is to find clear evidence of bullying having taken place. During an investigation the “victim”, “perpetrator” and any witnesses will be asked to provide written statements alongside any other forms of evidence that clearly identify bullying. Where evidence suggests both parties have been at fault, a restorative meeting will be held between both students (supported by a member of staff) in which clear expectations and conditions are set regarding future behaviour. Further action will be taken with any student if evidence comes to light of the agreed conditions not being met.

Where bullying has been evidenced that following actions will be implemented:

- Following the reporting of bullying an assessment of risk to the student or group of students is to be carried out. If any risks to their safety are perceived, then planning is to take place in order to reduce that level of risk until a time that the issue is resolved.

- Support will be offered to those who are the target of bullying, from the pastoral team or through the use of restorative support. Where appropriate, suspended fixed term exclusion agreements may be issued.
- Staff will pro-actively respond to the bully, who may require support from the pastoral team or through the use of restorative support
- Staff will record the bullying centrally on SIMS as an 'Incident of Intolerance', where appropriate
- Staff will assess whether parents and carers need to be involved.
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly where actions take place outside of school
- Designated school staff will monitor incident reporting and other information recorded on SIMS/CPOMS analysing and evaluating the results.

BULLYING OUTSIDE OF SCHOOL

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying means that it can impact on students' well-being beyond the school day. Staff, parents and carers, and students must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy. In some cases, schools do not always have the power to impose sanctions when an incident takes place outside of school i.e. social media incidents. In such cases, the school will still investigate the incident, provide support to the victim and refer to outside agencies such as the Police.

DEROGATORY LANGUAGE

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on SIMS or CPOMS and follow up actions and sanctions, if appropriate, will be taken for students and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

PREJUDICE-BASED INCIDENTS

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school as 'Incidents of Intolerance', with the Headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

SCHOOL INITIATIVES TO PREVENT AND TACKLE BULLYING

We use a range of measures to prevent and tackle bullying including:

- A student-friendly anti-bullying policy ensures all students understand and uphold the anti-bullying policy
- The Personal Development programme includes opportunities for students to understand about different types of bullying and what they can do to respond and prevent bullying
- Tutor time provides regular opportunities to discuss issues that may arise in class and for form tutors to target specific interventions
- Whole-school and year group assemblies help raise students' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events, for example, Anti-bullying week, Black History and LGBT month.
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible
- Stereotypes are challenged by staff and students across the school.
- Restorative support provides support to targets of bullying and those who show bullying behaviour.
- Students are continually involved in developing school-wide anti-bullying initiatives through consultation with groups (e.g. the School Parliament).
- Working with parents and carers, and in partnership with community organisations, to tackle bullying where appropriate.

- Our school website provides a hub of information about 'Staying Safe' and includes detail about responding to and reporting bullying
- All school staff, both teaching and non-teaching receive regular training on all aspects of the anti-bullying policy

MONITORING AND REVIEWING

The Headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with students.

The policy is reviewed every 12 months, in consultation with the whole school community including staff, students, parents and carers and governors.

APPENDIX A – USEFUL INFORMATION & WEBSITES

- There is lots of [advice and guidance for parents on the GOV.uk website](#) and the Cheshire East [Family Information Service website](#).
- [Kidscape](#) works UK-wide to provide individuals and organisations with practical skills and resources necessary to keep children safe from harm and works with children and young people under the age of 16, their parents/carers, and those who work with them. Kidscape offers:
 - A Helpline offering support and advice to parents of bullied children. The number is 08451 205 204, and advisers are currently available at the following times: Monday - Thursday, 10am to 4pm.
 - [Confidence Building Sessions](#) for children who are bullied.
- Founded in 2002 by NSPCC and National Children's Bureau, the [Anti-Bullying Alliance \(ABA\)](#) brings together over 130 organisations into one network.
- The [Education Welfare Service](#) at Cheshire East Council can also offer help and support if school attendance is an issue.
- Sexting - The [UK Safer Internet Centre](#) have developed a [sexting resources](#) that provide advice and guidance to help young people to consider the consequences of posting sexting images.
- Information for parents and carers for keeping [children safe online](#).
- CEOP's [thinkuknow](#) website contains the latest information on the sites you like to visit, mobiles and new technology. Find out what's good, what's not and what you can do about it. Most importantly, there's also a place which anyone can use to report if they feel uncomfortable or worried about someone they are chatting to online.
- [Kooth](#) is a safe online place where you can get help, advice & support with anything that's causing you stress, hardship or embarrassment; find out about local services, events & news; write your blog or magazine articles.
- [Bullying UK](#) is part of the Family Lives national charity and provides lots of useful help and advice to families. They have a dedicated helpline for parents to call if they are concerned about their child being bullied 0808 800 2222 (free or low cost call rate.)

APPENDIX B – “INCIDENT OF SERIOUS NEGATIVE CONDUCT (I.E. C4-C5)” FROM THE SCHOOL “CONDUCT POLICY & PROCEDURE”

Where an incident of serious negative conduct occurs, the following procedure is to be followed:

1. Parents to be informed immediately that an incident has occurred, is being investigated and that they will be contacted again once the investigation is complete.
2. Where appropriate, students involved in the incident to be situated in the Isolation Room in order to facilitate;
3. A full investigation led by an appropriate member of specialist staff or a middle/senior leader.
4. A nominated decision maker (i.e. a Head of Year or Senior Leader) to consider evidence from the investigation and decide upon outcomes or refer up where appropriate.
5. Students and parents to be informed of the outcomes that are a result of the serious negative conduct and a record to be made within SIMS.
6. Support of students in a return to positive conduct and their normal educational experience which can include elements of alternative provision.

In the event of any period of alternative provision or exclusion from a student's normal educational experience a full and complete record is to be kept in order to allow for analysis against the following objectives:

- To support a return to positive conduct with key indicators demonstrating improvement in conduct.
- To continue to provide a learning experience that allows academic progress to be made.

In the event of bullying being found to be carried out the above process will always include a restorative justice meeting in order to talk through any issues and find a positive way forward.