

 <p>Anti-Bullying Policy</p>	<p>Updated September 2023</p>
	<p>By SLT/HO</p>
	<p>Governors: N/A</p>

1. Rationale

- a. Bullying is defined as the wilful and persistent behaviour by an individual or group that hurts another individual or group either physically, verbally, written (including malicious notes/emails/social networking communications/texts), psychological or emotional.
- b. Bullying can take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, gender identity, sexual orientation. It might be motivated by real or perceived characteristics.
- c. The imbalance of power can manifest itself in several ways, it may be physical, psychological, derive from intellectual imbalance, or by having access to support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence and/or isolation physically or on-line.

2. The school's commitment to prevent bullying

This Anti-bullying policy should be read in conjunction with the Safeguarding and Child protection policy, the Behaviour and Exclusions policy and the Equality policy.

The prime aim of any action is to prevent bullying. The school has a responsibility to address, resolve, monitor and record all incidents of bullying, therefore the school will:

- Not tolerate bullying and will take seriously all allegations of bullying.
- Work with staff, students and parents to prevent bullying.
- Fully promote the code of conduct and anti-bullying pledge to the students and parents through lessons, assemblies and school discipline systems.
- Ensure that all staff are informed on the bullying policy and procedures.
- Create a safe and inclusive environment where students can openly discuss bullying without fear.
- Educate the students about issues of difference and bullying through RP, 21CL, Assemblies, Tutorial program and other dedicated events/projects to ensure that all students understand the school's approach and are clear about the part they play in preventing bullying, including when they find themselves as bystanders.
- The School shall seek to use the resources of outside organisations to help tackle bullying.

- Where bullying is reported to take place outside of school it will be investigated and acted upon in school. Where necessary, for criminal actions, the police may be notified.
- Students who do not uphold the school code of conduct and anti-bullying policy will be subject to disciplinary measures in line with school discipline policy, alongside consideration for well-being of both the bully and the victim.
- Parents will always be informed.

Safeguarding- Where there is reasonable cause to suspect that a child is suffering, or is likely to suffer significant harm, the school DSL should report their concerns to the local authority children's social care/Single Point of Access. See Tiffin Safeguarding and Child Protection Policy for further guidance.

3. Awareness and Warning signs of bullying

Bullying can happen to all children and can affect their social, mental and emotional health. Some groups of students may be more vulnerable to bullying, prejudice and discrimination, isolation and social exclusion, for example, though not exclusive to, students who are:

- disabled or have special educational needs
- LGBTQ+ students
- young carers
- children affected by difficult family circumstances
- looked after children
- Students from low income families
- vulnerable to discrimination and maltreatment on the grounds of race, ethnicity, religion, disability, gender identity or sexuality

Although not solely associated with bullying, symptoms of bullying may include

- Change in personality or appearance
- Deterioration of work or organisation
- Spurious illness
- Isolation
- Desire to remain with adults
- Change in friendship groups
- Erratic attendance

4. Procedures

a. Staff will

- Encourage students to inform adults immediately of incidents of bullying.
- Not tolerate incidents of bullying inside or outside of lessons/school.
- Support victims of bullying immediately.
- Record the incident.
- Inform the tutor and HoY. Tutor/HoY will investigate allegations.
- Gain written reports from students involved.
- Follow the school Student Behaviour policy and Safeguarding Policy regarding Child on Child abuse. Record acts of bullying as a demerit/exclusion on Sims with a clear explanation of events.
- Use the Sims categories to record bullying (bullying/ racist incident /physical / verbal abuse /Sexist gender based bullying/ Sexual orientation based bullying).
- Record all incidents, reports and interventions on CPOMS
- Follow guidance in the Safeguarding Policy concerning Child on Child abuse.
- Make all students aware of the anonymous safeguarding reporting form and the DSL contact form on the student Goggle Safeguarding and Wellbeing site.

b. The victim

The nature and level of support required for the victim will depend upon the individual circumstances and the level of need. Support may include

- A conversation with a teacher
- Support from the pastoral team/tutor/Head of year, and encouragement of self-confidence and self-esteem if necessary
- Formal counselling or support through the school Therapeutic Practitioner or Health Worker
- Engaging with parents
- Referring to local authority children's services
- Referring to Kingston Mental Health Support Team (MHST)
- Referring to Child and Adolescent mental Health Services (CAMHS)
- If the bullying results in pronounced social, mental or emotional health difficulties the school will make provision and provide an action plan for the child's short term needs. They may receive SEND support and the school will do all they can to ensure the bullied child continues to attend school.
- The incidents and support will be recorded on CPOMS
- Where there is a Special Educational Need, the SENCo will be consulted on the appropriate support for the student.

c. The bully

- Disciplinary measures will be applied to pupils who bully, in line with the Behaviour and Pupil discipline policy and the Exclusions Policy.
- The school will work with the bully to help them understand the impact of their actions and the need to modify their behaviour.
- When appropriate, a referral may be made for support to the school Health Worker, the Therapeutic Practitioner, MHST or CAMHS.
- Where there is a Special Educational Need, the SENCo will be consulted on the support the student requires and reasonable adjustments may be made to the application of the Behaviour Policy.

d. Students

Every student has the right to enjoy a school life free from bullying, therefore:

- Students will be made aware of the range of people they can talk to about bullying issues
- Students must feel that they can talk about incidents of bullying and that something constructive will be done about them.
- Peer support needs to be harnessed to prevent bullying
- Students will be regularly reminded of the anti-bullying policy, the code of conduct and the electronic reporting forms
- Students will be reminded that being a by-stander to bullying will be treated as being a participant in bullying.
- Students will be reminded that stereotypes and "banter" directed at individuals or groups can often constitute bullying and may be treated as such by the school.

e. The parents

- Parents will be informed of the school anti-bullying policy and the student Code of Conduct policy.
- The school will work with parents to offer support to both the victim and the bully.
- The school recognises that parental support is vital for the success of the anti-bullying policy.

Conclusion

The successful implementation of this policy is vital to ensure that students enjoy a happy, safe and successful time at school.