



Anti-Bullying Policy

Rationale

At Tor View School we have a zero tolerance policy with regards to bullying. This includes pupils/students, staff and cyber bullying.

Principle

The principle underpinning any anti-bullying policy is one of ensuring that all our pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

What is bullying?

Conduct by an individual or group, that is **repeated over time** and **involves a real or perceived power imbalance** in which an individual or group use their power – such as physical strength, access to embarrassing information, or popularity – to intentionally control or hurt another individual or group either physically or emotionally. Stopping violence and ensuring immediate physical safety is obviously first priority but emotional bullying can be more damaging than physical; all teachers will make their own judgements about each specific case.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- *Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- * Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and

* Foster good relations between people who share a protected characteristic and people who do not share it.

At Tor View School we endeavour to comply with the new Equality Duty.

The Act also makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

Safeguarding children and young people

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, staff at Tor View School will report their concerns to the principle/head teacher. The safeguarding procedure will be followed.

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 staff at Tor View School feel that an offence may have been committed they should seek assistance from a member of the senior management team and a bullying incident form should be completed. (These are located in ASH office and SD has a copy.)

Bullying outside school premises

Principles/head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives principles/head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff (*this legislation does not apply to independent schools*). 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 principle/head teacher 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.

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 Education Act 2011 gives 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. The principle/head teacher must be informed of any such incidents beforehand.

Prevention

At Tor View School we have created an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. Values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older pupils who set a good example to the rest. We use our PSHCE lessons and our assemblies that follow the SEAL themes to teach our pupils and students about bullying.

It is essential that staff try to understand the reason and the purpose of the bullying, for instance, a pupil might be attention seeking or might be trying to communicate.

Intervention

We will apply disciplinary measures to pupils who bully in order to show clearly that their behaviour is wrong. Disciplinary measures must be applied fairly, consistently, and reasonably taking account of their special educational needs or disabilities. It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case the child engaging in bullying may need support themselves.

At Tor View School we will also:

- **involve parents** to ensure that they are clear that our school does not tolerate bullying and to make them aware of the procedures to follow if they believe that their child is being bullied. Parents feel confident that we

will take any complaint about bullying seriously and resolve the issue in a way that protects the child. We will ask that parents reinforce the value of good behaviour at home;

- **involve pupils.** All pupils understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders;
- **regularly evaluate** and update the approach to take account of developments in technology, for instance updating 'acceptable use' policies for computers;
- **implement disciplinary sanctions.** The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable;
- **openly discuss differences between people that could motivate bullying**, such as religion, ethnicity, disability, gender or sexuality. Also children with different family situations, such as looked after children or those with caring responsibilities. We also teach children that using any prejudice based language is unacceptable;
- **use resources for help with particular problems.** We have numerous resources to help pupils and students learn about bullying. We also have contact with the PSHCE advisor for Lancashire.
- **provide effective staff training.** All staff have access to and understand the principles and purpose of our policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support.
- **work with the wider community** such as the police and children's services where bullying is particularly serious or persistent and where a criminal offence may have been committed.
- **make it easy for pupils to report bullying** so that they are assured that they will be listened to and incidents acted on. Pupils should feel that they can report bullying which may have occurred outside school including cyber-bullying;
- **create an inclusive environment.** We create a safe environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination; and
- **celebrate success.** Celebrating success is an important way of creating a positive school ethos around the issue.

Dealing with bullying

At Tor View School any kind of bullying will be dealt with in accordance with anti-bullying laws and guidance and at the principle/head teacher's discretion. All staff working at Tor View School will follow the procedure to monitoring any kind of bullying related behaviour. This involves the class/form teacher being informed along with the head of department.

Pupils who **have been bullied** should be supported by:

- being offered an immediate opportunity to discuss the experience with a key worker or member of staff of their choice
- being reassured
- provided continuous support
- restored self-esteem and confidence.

Pupils who **have bullied** will also be helped by:

- discussing what happened
- discovering why the pupil got involved
- establishing the wrong doing and need to change
- informing parents or carers to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending
- detention
- exclusion from certain areas of school
- minor fixed-term exclusion
- major fixed-term exclusion
- other sanctions agreed in the School Behaviour Policy
- there should be the opportunity for recourse to restorative approaches or restorative conferencing in order to address the hurt and damage incurred.

Guidance on how to deal with bullying

It is extremely important that all bullying is recorded. All bullying in school must be documented the same day on CPOMS. Recording the bullying on CPOMS will automatically inform the Deputy Head teacher. Every half term, the leadership team review the records on bullying.

The following guidance is how to deal with any of the 4 different types of bullying: **Verbal (Taunting bully)**, **Physical (aggressive bully)**, **Social (Indirect bully)** and **Cyber bullying**.

All staff members must use their common sense as to what has happened and according to the age of the perpetrator. E.g. a pupil in EYFS stealing a toy car would not have the same sanction as a pupil in secondary stealing some scissors.

Type of bullying	Happens once	Happens on more than one occasion
<p>Name calling / Threatening.</p> <p>Racist incidents are a separate issue. Follow separate guidance.</p>	<p>Class/form teacher to be informed of both pupils. Perpetrator to be told to be nice and discuss why it's important not to name call / why it's important not to threaten people.</p>	<p>Parents are to be informed; staff involved with both pupils are to be informed and asked to be vigilant. A log must be kept with incidents. HOD to be informed who will then liaise with class/form teacher and make decisions as to whether it is passed to AJS/AYH.</p>
<p>Being left out of a group / being ignored.</p>	<p>Class/form teacher to be informed of both pupils. Victim to be grouped with a separate group of children to build confidence. Perpetrator to be told how important it is to involve everyone. Pupil should be made to think about how they would feel if it happened to them.</p>	<p>Parents are to be informed; staff involved with both pupils are to be informed and asked to be vigilant. A log must be kept with incidents. HOD to be informed who will then liaise with class/form teacher and make decisions as to whether it is passed to AJS/AYH.</p>
<p>Harassment.</p>	<p>Class/form teacher to be informed of both pupils. Perpetrator to be told how it is unacceptable to do this and what will happen if they do this again. Work to be completed with the pupil on</p>	<p>Parents are to be informed; staff involved with both pupils are to be informed. A log must be kept with incidents. HOD and AJS/AYH to be informed.</p>

	harassment.	This should be reported to the police.
Hitting, pushing, kicking and any other kinds of aggressive physical contact including uninvited physical contact.	Class/form teacher to be informed of both pupils. Perpetrator to be told why it is unacceptable, to apologies and follow class sanctions. A serious incident form must be completed.	Parents are to be informed; staff involved with both pupils are to be informed. A log must be kept with incidents. HOD and AJS/AYH to be informed. This should be reported to the police.
Stolen items.	Class/form teacher to be informed of both pupils along with a member of SMT depending on severity such as personal belongings (money, mobile phones, watches etc.) from staff and other children. Perpetrators parents to be informed. Stolen items such as a toy car or rubber etc. perpetrators must be warned not to do it again and informed what will happen if they do it again.	Parents are to be informed; staff involved with both pupils are to be informed. A log must be kept with incidents. HOD and AJS/AYH to be informed. This should be reported to the police.
Cyber	Class/form teacher to be informed of both pupils along with a member of SMT. Parents on both sides must be informed. Sanctions are to be given as class/form teacher or SMT see necessary.	Parents are to be informed; staff involved with both pupils are to be informed. A log must be kept with incidents. HOD and AJS/AYH to be informed. This should be reported to the police.

	Name/Initials:	Date:
Written By:	SD & AJS	Sept 12
	SD	Sept 14
	SD	Jan 16
	SD	Sept 16