THOMAS HARDYE SCHOOL

Anti-Bullying Policy

Adopted By:	**Local Governing Body**
Signed:	**Chair of Governors – A.Moore**
	A.N. Moore.
Date:	**7/7/21**
Review Date:	**6/7/22**

What is bullying?

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, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.
'DfE Preventing and tackling bullying Advice for Headteachers, Staff and Governing bodies 2017'

Where bullying has a severe impact

In some circumstances the consequences of bullying may lead to a child or young person experiencing pronounced social, emotional or mental health difficulties. School will ensure they make appropriate provision for a child's short-term needs, including setting out what actions they are taking when bullying has had a serious impact on a child's ability to learn. If the bullying leads to persistent, long-lasting difficulties that cause the child or young person to have significantly greater difficulty in learning than the majority of those of the same age, then school will consider whether the child will benefit from being assessed for SEN.

Aims and Objectives.

Our School believes that bullying behaviour is totally unacceptable by any member of the school community, as no person has the right to make another feel uncomfortable or unhappy. We believe that all members of our community are of equal worth and should be treated with equal respect. We believe that all have the right to a caring and safe environment in which to learn.

In generic terms (and as stated in the DfE document 2011 "*Preventing and Tackling Bullying – Advice for School Leaders, Staff and Governing bodies")* the aims and objectives of this policy are to develop and maintain:

- a culture of respect where difference is valued

- a system of support for students who have been bullied

- a system of clear, fair and consistent responses to incidences of bullying.

Procedures to follow when bullying takes place.

"Failure to deal quickly with the bully will only encourage further aggression"
(from Bullying, A Practical Guide", Ed M Elliott 1994)

Dealing with incidents

i. Minor Incidents – one off/minor incidents which do not results in physical harm

- DO NOT IGNORE

- Raise awareness of effects if such behaviour with perpetrator.

- Reprimand or use suitable sanctions

- Inform Tutor / Guidance Leader using SIMS.

ii. Other incidents – of a more serious nature

Staff

- If happening, separate students and remove victim from the scene. You may wish to remove perpetrator as well.

- Note any witnesses.

- Report the incident to the appropriate Guidance Leader. (If unavailable the CollegeLeader or Senior link). Follow up with a written report on SIMS. Make sure the log is accurate – eg bullying, racist, homophobic etc.

Guidance Leader

(Supported by College Leader as appropriate for situation).

- Follow up incident as quickly and calmly as possible.

- Get statements from all involved.

- When proven, the perpetrator must be dealt with and normal disciplinary procedures and sanctions used.

- Inform the appropriate College Leader of actions taken.

- If the incident results in damage to property or a person then the College Leader must be involved. The sanction will be internal or external exclusion as appropriate.

- Parents of both parties should be involved.

- Appropriate and full records of each case should be kept on SIMS and in the correct files for monitoring purposes.

- The situation should be monitored after it has been dealt with. This may mean follow-up meetings with students and/or relevant tutor/College Leaders.

- Counselling – students should be given the opportunity to discuss their difficulties. The Tutor / Guidance Leader may be the best people to do this. Where a student is a persistent perpetrator or a victim of bullying, outside agencies could be involved, for example, Behaviour Support team- DASP.

Child Protection – Our School recognised 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 harm".* Where this is the case, our school staff will report their concern to the DSP for child protection who will refer to Children's Services Social Care.

What is NOT bullying

We should pay particular attention to the following and create the environment and climate where bullying does not take place:

- Our relationships with students and colleagues. Treating them with respect?

- Induction of students and staff into the school - Anti Bullying Policy.

- Bullying dealt with openly as a subject in the taught curriculum. e.g Assemblies, Tutor time, Drama, English, History, PSHCE.

- Adequate adult supervision around the school.

- Awareness of the channels of communication to report bullying.

- The quality of the environment – does it show care and respect?

- Our need to maintain anti-bullying as an issue in the school.

- Recognition and praise of collaborative behaviour at every opportunity.

- Involve pupils and parents to highlight their role in preventing bullying and creating an environment where all are aware incidents of bullying are taken seriously.

- Openly discuss differences between people that could motivate bullying. Teach students that the use of prejudice based language is unacceptable.

Monitoring and Evaluation

It is the responsibility of the staff to record incidents of bullying on SIMS. It is the responsibility of the Guidance Leaders to deal with the incidents and record actions taken. It is the responsibility of the College Leaders to monitor these in relation to their particular college.

The College Leaders and their teams will use the monitoring information and feedback to evaluate the success of the policy and its aims.

The College Leaders will provide a report on the behaviour and bullying incidents (including racist/homophobic) to the Governors annually.

See the school website for more information on web based issues, - E-Safety Policy and the school Behaviour Policy.

Amendments
06/21: Reviewed and updated