

Tasker Milward VC School – Strive to Achieve Respect
Ysgol RG Tasker Milward- Safwn Er mwyn Rhagoriaeth



ANTI-BULLYING POLICY

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Issue 2	CW	Oct/07		2 nd Issue/draft
Issue 3	SLT	Reviewed Oct 2012	November 2012	Minor amendments
Issue 4	JC	Reviewed September 2013		Minor Amendments
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ANTI-BULLYING POLICY

Respecting Others

Tasker Milward School believes that bullying is unacceptable and should not be tolerated. All members of the school community share a collective responsibility for tackling bullying should it occur and in working together to promote positive behaviour. This policy refers to all members of the school community.

Aims of the Policy

Our policy is a working framework

- To support a whole-school approach which is designed to prevent bullying behaviour wherever possible
- To respond consistently in line with agreed procedures should it occur
- To provide support to those involved as appropriate
- To incorporate issues relating to sexual/racial harassment, SEN and disability.
- To raise awareness of bullying and encourage students to report it

Definition of bullying

Bullying constitutes any deliberately hurtful action, repeated over a period of time, which may include aggression and which is difficult for the person being bullied to defend themselves against. It usually involves an imbalance and abuse of power and is not age dependent.

Bullying can take many forms, but the main types are:

- Physical – e.g. hitting, kicking, taking belongings, dirty looks, sexual harassment.
- Verbal – e.g. name calling, teasing, insulting, making offensive remarks, sexual/racial.
- Indirect – e.g. spreading stories/malicious rumours, exclusion from social groups, malicious e-mails or text messages, distressing comments about family members.
- It may be directed against those with Special Needs or Disabilities.
- Cyberbullying – the misuse of telecommunications for the spreading of stories/malicious rumours/images via - text, e-mail etc. Cyberbullying is criminal, breaching a wide range of criminal legislation e.g. misuse of telecommunications, harassment, obscene publication.

What to do if bullying occurs

If bullying occurs Tasker Milward School *will* implement the following -

- Take all incidents seriously and record their occurrence on Sims
- Investigate the incident/establish facts by independently talking to each person involved.
- Use appropriate intervention techniques to manage difficulties between bullies and victims.
- Implement agreed sanctions consistently and fairly as necessary to prevent incidents.
- Use restorative practice to resolve issues and prevent further conflict.
- Involve parents as early as possible where incidents merit it.
- Keep accurate, factual records of all reported incidents and the school's response to them using the appropriate form.

- Follow up incidents after they have been dealt with to ensure bullying behaviour has ceased and record on the appropriate form.
- In the case of cyberbullying, refer the criminal activity to the police and encourage parents to do so.
- Contact the host site of any unlawful or damaging material with the aim of blocking material or having it taken down.

Sanctions

- Withdrawal of privileges/free time
- Use of restorative practice
- Preventing access to parts of the school
- Detention
- Lunchtime exclusion
- Exclusion
- Involvement of parents
- Inclusion on school record
- Involvement of the police – usually PCSOs or the School Liaison Police Officer

Strategies and Preventative Measures

These are intended to reduce the likelihood of bullying in Tasker Milward VC School.

- Use of Restorative Practice
- A whole-school approach involving everyone (staff, students, parents and governors) in developing and implementing this policy.
- Awareness raising of the issues, procedures, sanctions and method of monitoring bullying, e.g. through assemblies, pastoral work, parents meetings, PSE lessons.
- An ethos of personal responsibility where students are encouraged to tell if they experience bullying themselves or see others being bullied – not taking action condones the behaviour.
- Having a system in place for students to inform staff in confidence when bullying occurs e.g. bullying button on school website and anti-bullying reporting boxes
- Developing our understanding of collective responsibility through Support Groups, Circle Time, School Council, Peer Mentoring/Support, appropriate curricular work (e.g. PSE).
- Having a clear, explicit link with the school's Behaviour and Child Protection Policies.
- Involving outside agencies where appropriate e.g. Police – School Liaison Officer, Community Police Officers, LEA staff etc.
- Providing clear information and guidance on dealing with bullying and the help which is available to students, parents and staff.
- Drawing pupils attention to the Guidelines for Internet Use, emphasising the careful use of passwords and regularly reminding pupils of the dangers of internet sites such as Bebo, MSN etc.
- Making it clear to pupils that school has the power to punish cyberbullying in school; and if it is reasonable, out of school. Tasker Milward will confiscate telephones, and instruct a child to 'open' a telephone and punish them if they refuse.
- Drop in clinic at lunchtimes

Monitoring and Evaluating

- The number of incidents of bullying reported will be monitored and patterns of behaviour looked-for. HoY report to SLT monthly.
- Recurring incidents with the same people involved will be monitored.
- A regular review of the network will take place.
- The policy to be reviewed and changes made in light of the above.
- The policy to be a permanent agenda item for whole school council meetings.