

THORPE HALL

SCHOOL

Anti-Bullying Policy

This policy should be read together with the Behaviour Policy of which it forms a part.

Aims:

- 1 To create, throughout the school, an ethos which ensures that bullying is seen as unacceptable.
- 2 To provide the children with skills and attitudes which help them recognise bullying in themselves and others and thus help prevent it.
- 3 To provide procedures for all those involved in the school community when instances of bullying arise.

Objectives:

1. Every school member's right to be safe from bullying is upheld by the actions of others.

A definition of bullying:

Bullying is repeated negative behaviour by an individual or group that is intended to make others feel upset, uncomfortable or unsafe.

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

- 1 **Physical** (e.g. hitting, kicking, theft, initiation/hazing type violence, sexual assaults, gender-based violence)
- 2 **Verbal** (e.g. name calling, racism, sexism, sarcasm, rumour mongering, inappropriate teasing, homophobic remarks, or remarks based on religious grounds or the fact that a child is maybe adopted or a carer)
- 3 **Emotional** (e.g. behaviour which intentionally hurtful to the emotions of the victim)
- 4 **Excluding** – deliberately excluding people from friendship groups with bad intent.
- 5 **Hurtful behaviour based on:** *Racism* – racial taunts, graffiti, gestures; *Sexual behaviour* – unwanted physical contact, abusive comments; *Disability* – whether that be physical, mental or emotional; *Cultural* – based on the cultural differences between people; *Homophobia*; *Special Educational Needs*.
- 6 **Electronic/Cyber Bullying** – e.g. text messages, sexting, websites, photographs, social networking, video and email.

Bullying can involve manipulating a third party to tease or torment someone, or actions that fall short of direct participation, where someone encourages others to bully, or joins in with laughing at a victim. Bullying is often hidden and subtle. It can also be overt and intimidating, and often involves an imbalance of power between the perpetrator and the victim whether that be a physical, psychological or intellectual imbalance, or by the perpetrator having the capacity to socially isolate the victim.

Bullying may be motivated by actual differences between children, or perceived differences. For example, bullying can still be homophobic if directed towards a child that is perceived to be gay, whether or not this is the case. Any bullying on the basis of protected characteristics is taken particularly seriously

Seriousness

Thorpe Hall School acknowledges the potential seriousness of bullying in causing psychological damage and sometimes physical harm (whether inflicted or self-inflicted). Staff must be clear that abuse is wrong and should never be tolerated or dismissed as 'banter' or 'part of growing up'.

Procedures to follow

Any school member, whether a child or an adult, has the right not to be bullied and are actively encouraged to tell someone who will be in a position to end the bullying.

For a child that person might be their form teacher or any teacher they prefer, a Prefect, a trusted friend, a Deputy Headteacher or the Headteacher. They are also encouraged to tell their parents and/or family. A parent or family member has a duty to inform the school of accusations of bullying behaviour so that the school can investigate.

Where there is reasonable cause to suspect that a child is suffering (or likely to suffer) significant harm from the behaviour of another child or children, then this situation will be reported to local agencies and all the children involved, both perpetrator and victim, may be treated as being 'at risk'. Any adult experiencing bullying is encouraged to tell a colleague, manager or Governor or any member of the community who might be in a position to help.

Investigation and recording

Where bullying is reported, an accurate written record of events and facts is kept, and recorded on the Bullying Register. The school will interview all parties concerned to establish the facts and action against a bully will only be taken when they are established. Teachers, teaching assistants or staff member recording incidents will take contemporaneous notes, quote verbatim where possible and finally write up a report. Notes and reports will be filed and archived. The school will distinguish in its records any incidents of bullying which are based on protected characteristics.

Support and sanctions

The school will employ a range of strategies to ensure that the victim is supported and protected in the future and that the bully/bullies fully understand the hurtful and damaging nature of their actions. The school may require the bully to sign a behaviour contract. Punishments may be applied if appropriate and may be serious, including temporary suspension and permanent exclusion. Parents of the victim and bully/bullies will be informed and the school will work with the families to ensure that bullying behaviour is not repeated.

Promoting an anti-bullying ethos

The school also promotes its anti-bullying policy through teacher and pupil-led assemblies, through its publicised behaviour policy, through schemes of work in PSHE throughout the school, through form time and form teachers, through the school councils, through *Girls on Board*, and by precedent. Bullying and conflict often arise from 'play fighting' and verbal abuse disguised as banter - both these forms of behaviour are not allowed at Thorpe Hall School.

Pupils are taught how to prevent bullying and what to do if they witness it.

The school has two anti-bullying champions – Mrs Lane in the Upper School, and Mrs Smith in the Lower School.

Parents

- We encourage close contact between pastoral staff and parents/ guardians, and will always make contact if we are worried about a pupil's well-being;
- If parents know or suspect that their child, or another pupil, is being bullied, they should contact the School without delay. All concerns will be taken seriously; and
- We welcome feedback from parents and guardians on the effectiveness of our preventative measures and all other aspects and implementation of this anti-bullying policy.

Staff awareness raising and training

Staff awareness of bullying is raised through daily briefings which are attended by teachers or other staff, at which children's pastoral welfare is discussed and incidents from the previous day shared. All staff are required to remain constantly alert to bullying and the need to reduce the risk of it arising. They pay particular attention to times and locations where bullying might be more prevalent, such as break times and trips. Staff failing to deal with an incident appropriately will be required to undergo further training.

Review

This policy will be reviewed by the Governing Body annually.

Date revised:	October 2020
Date approved:	November 2020
Next review:	October 2021