



Trinity Academy Sowerby Bridge

Anti-Bullying Policy

Status - Statutory

Policy objectives

- All teachers, governors, non-teaching staff and students must have an awareness of what bullying is.
- All teachers, governors, non-teaching staff and students should have an awareness of what the school policy is and follow it when appropriate.
- All pupils and parents should have an awareness of the school policy and what will happen if bullying arises.
- Bullying is not acceptable and will not be tolerated.

Trinity Academy Sowerby Bridge is committed to providing a safe, friendly and caring environment so that all of our students can learn in a relaxed and secure environment. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that such incidents will be dealt with promptly and effectively. We expect that any students that know where bullying may be happening, to tell a member of staff.

What is bullying?

‘Bullying is the wilful, conscious desire to hurt, threaten or frighten someone’.

Bullying can be an isolated incident, or can take place over weeks, months and even years. It can be subtle or overt and include:

- Emotional - excluding someone, name calling, threatening gestures
- Physical - pushing, kicking, hitting
- Racist - taunts, gestures, graffiti
- Sexual - unwanted physical contact or abusive comments
- Homophobic - issues of sexuality
- Verbal - rumour spreading, teasing, sarcasm
- Non-verbal - unwarranted looks, laughter etc. with the intention to intimidate or frighten
- Cyber - All areas of the internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology.

Peer on peer abuse

Bullying will not be dismissed as ‘banter’ or ‘part of growing up’ and staff are aware that there is no clear boundary between incidents that should be regarded as abusive and incidents that are more properly dealt with as bullying or sexual experimentation. This is a matter for professional judgement.

Culture and Consistency = Excellence

If one child or young person causes harm to another, this should not necessarily be dealt with as abuse: bullying, fighting and harassment between children are not generally seen as child protection issues. However, it may be appropriate to regard a young person's behaviour as abusive if:

- There is a large difference in power (for example age, size, ability, development) between the young people concerned.
- The perpetrator has repeatedly tried to harm one or more other children.
- There are concerns about the intention of the alleged perpetrator.

If the evidence suggests that there was an intention to cause severe harm to the victim, this should be regarded as abusive whether or not severe harm was actually caused.

Why must we respond to bullying?

Bullying can affect every area of a student's life. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Preventative action:

1. Publish the school policy and encourage all staff to recognise their role in it.
2. Use PSE/Learn to Learn to emphasise that bullying is unacceptable.
3. To have a staff presence in areas of the school where bullying is liable to occur i.e. toilets, remote areas of the playground, school buses.
4. Regularly re-emphasise the policy.
5. Make available a parents information sheet on bullying.
6. Participate in the national 'Anti-Bullying Week'
7. Make available appropriate referral services i.e. House Manager, school councillors and school nurse.
8. Keep the school bullying log up to date.
9. Raise profile in the school through assemblies, posters, and bullying boxes.
10. Develop an on-line facility to report bullying in confidence.
11. Develop vertical tutoring to encourage greater confidence within the students and a more 'collegiate' ethos with regard to 'We are all one school'.
12. Provide INSET to staff.
13. Publish an advice page on bullying in school planners.
14. Make appropriate literature available to students and parents i.e. 'Stop Bullying', 'Prevent Bullying', and 'You Can Beat Bullying'

Immediate responses to bullying:

What **SHOULD** be done:

- 1 Take the report seriously.
- 2 Act quickly and appropriately.
- 3 Reassure the victim - it is not their fault. Offer support and guidance.
- 4 Ensure the bully knows of your disapproval and explain clearly why and issue an appropriate punishment.
- 5 Make sure the incident is recorded on the file of the victim and the bully.
- 6 Inform appropriate staff and monitor regularly.

Culture and Consistency = Excellence

What should **NOT** be done:

- 1 Bully the bully - this only re-enforces the initial behaviour.
- 2 Overprotect the victim.
- 3 Treat the bully as evil and give no opportunity to re-address prior behaviour.
- 4 Fail to bring the incident to a conclusion.

What **COULD** be done:

- 1 Inform colleagues, especially if the incident comes from a group.
- 2 Call the parents and explain the incident and appropriate strategies.
- 3 Get the bully and victim to record the incident in writing.
- 4 Provide appropriate support services for both bully and victim.
- 5 Provide the victim with on-going support and ask them to record any further incidents in writing and inform you **STRAIGHT AWAY**.
- 6 Ask staff to be vigilant and to observe a particular student/group of students.
- 7 Monitor classroom seating arrangements.
- 8 Referral to SEN support services

Additional Proposals:

- 1 Departments to use teaching materials which generate an anti-bullying message.
- 2 Recognise 'Rewards' through the pastoral system.
- 3 Student leadership and Peer Mentors to take active roles in preventing bullying.

BULLYING ADVICE FOR PARENTS

Bullying has become an area of huge national concern in recent months. At Trinity Academy Sowerby Bridge we are proud of the way students behave towards each other. However, we are determined that we will not be complacent with regard to bullying - it is an issue of huge concern to both parents and students. As a result of this, the staff, students and governors have drawn up an 'Anti Bullying Policy' which is available from the school. To help you, we have produced below a guide to support parents and students who have concerns about bullying.

The Academy define bullying as:

'Bullying is the wilful, conscious desire to hurt, threaten or frighten someone'.

Advice for students:

- 1 **Tell someone** - you should not face this on your own. It may be a teacher with whom you are comfortable with, your form tutor or mum and dad. You should be sure that it will be dealt with appropriately and will not make things worse. **BULLYING RARELY GOES AWAY - IT HAS TO BE DEALT WITH.**

Advice for Parents:

- 1 Watch out for changes in behaviour such as:
 - Not enjoying school and making excuses not to go
 - Becoming withdrawn and tearful
 - Schoolwork deteriorating
 - Unexplained bruising
 - Asking for extra dinner/pocket money
 - Torn/missing/damaged school clothing and/or equipment
 - Aggression towards younger siblings
 - Is nervous of text/e-mail messages
 - Does not want to get on the regular school bus
 - Poor sleep patterns and anxiety

- 2 Talk to your child about their day at school and take an interest in how their lunch and break times are being spent.

- 3 If you suspect your child is being bullied inform the school immediately.

- 4 Talk to the school about strategies and keep a log of incidents.

- 5 Do not encourage your child to hit back - it will make things worse.

- 6 For further advice: www.bullying.co.uk which gives excellent advice to both parents and students.

- 7 Work together with the school. Incidents of bullying are dealt with quickly and effectively and most do not re-occur.