



THE TOWERS

Anti-bullying Policy

Approved by :	Governors - 10 December 2018
Ownership:	Assistant Head Pastoral & DSL
Next Review:	September 2020

Introduction:

The Towers anti-bullying policy outlines measures to be taken with a view to encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils; (Education and Inspections Act 2006). It is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also takes into account the DfE statutory guidance “Keeping Children Safe in Education” 2019.

Policy objectives:

This policy outlines what The Towers will do to prevent and tackle all forms of bullying.

The Towers is committed to developing an anti-bullying culture where the bullying of children is not tolerated in any form.

This policy should be read in conjunction with:

- Behaviour policy
- Complaints Procedure Policy
- Child Protection and Safeguarding Policy

Links to legislation

There are a number of pieces of legislation, which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010

- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Responsibilities

It is the responsibility of:

- The Head to communicate this policy to the school community
- The Head to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- School Governors to monitor and review this policy
- All staff, including: governors, senior leadership, teaching and non-teaching staff to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

Definition of bullying

- Bullying is “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)
- Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include:
 - sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
 - Bullying can be a form of peer on peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children’s emotional development.
 - Bullying can involve an imbalance of power and can take place between children, between adults and between adults and children.

BULLYING IS NOT:

- teasing and banter between friends unless there is intention to cause hurt;
- falling out between friends after a quarrel or disagreement;
- behaviour that all parties have consented to and enjoy. Forms of bullying covered by this policy

- Bullying can happen to anyone.

This policy covers all types of bullying including:

- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology, known as online or cyberbullying

School ethos and statement of Values

The Towers community recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our school can help to create a safe, disciplined environment, where pupils are able to learn and fulfil their potential. Bullying behaviour is always unacceptable and claims of bullying will always be taken seriously and acted upon. This policy relates to children, young people and to adults. The school also recognises its duty to respond to bullying that takes place outside the school premises. Reasonable adjustments will be made according to special educational need/disability and taking into account the needs of any vulnerable pupils.

Our Community: The Towers staff work with students and parents to ensure/deliver:

- a general culture of positive behaviour with a focus on respect for each other at all levels;
- regular awareness raising opportunities to communicate anti-bullying messages, policy and practice and to celebrate the success of anti-bullying work;
- opportunities to promote equality and to acknowledge and celebrate diversity;
- activities that focus on specific types and/or methods of bullying e.g homophobic, biphobic and transphobic bullying or cyberbullying;
- activities that raise awareness, cultivate a sense of responsibility and develop skills to respond to bullying, either as a bystander or as a target;
- activities that develop social and emotional skills;
- appropriate levels of adult supervision so that children and young people feel safe around the site and can be confident that bullying behaviour will be seen and acted upon at all times;
- transparent systems for reporting incidents of bullying so that children and young people and parents/carers know who to turn to and are confident that their concerns will be taken seriously and acted upon;

- an anti-bullying policy and practice that is reviewed on a regular basis;
- support staff who promote positive relationships, to help prevent bullying;
- understanding that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required;
- intervention by identifying and tackling bullying behaviour appropriately and promptly;
- our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy;
- a requirement for all members of the community to work with the school to uphold the anti-bullying policy;
- access to support from the Local Authority and other relevant organisations when appropriate.

Responding to bullying: The Towers procedures for responding and intervention

The school will make it clear that third parties will not be informed what steps are being taken in each individual case, but will outline the sort of approaches used behind the scenes, hopefully reassuring all parties.

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The designated safeguarding lead or Assistant Head Pastoral will interview all parties involved.
- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.
- We will inform other staff members where appropriate, and parents/ carers.
- Sanctions (as identified within the school behaviour policy) and support for individuals will be implemented, in consultation with all parties concerned. This could include a period of Internal Exclusion or Fixed Term exclusions for more serious incidents.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children's social care (if a child is felt to be at risk of significant harm).
- Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the school's behavioural policy.

- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff, pupils and parents regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply;
 - providing advice on blocking or removing people from contact lists;
 - helping those involved to think carefully about what private information they may have in the public domain.

Supporting pupils

Pupils who have been bullied will be supported by:

- reassuring the pupil and providing continuous support;
- offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or the Assistant Head Pastoral;
- being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate;
- working towards restoring self-esteem and confidence;
- providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers;
- where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

Pupils who have perpetrated the bullying will be helped by:

- discussing what happened, establishing the concern and the need to change;
- informing parents/carers to help change the attitude and behaviour of the child;
- providing appropriate education and support regarding their behaviour or actions;
- if online, requesting that content be removed and reporting accounts/content to service provider; sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), internal exclusions and fixed-term or permanent exclusions;
- where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

Supporting adults

The Towers takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of staff and parents, whether by pupils, parents or other staff members, is unacceptable. Adults (staff and parents) who have been bullied or affected will be supported by:

- offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher;
- advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate;
- where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools behaviour policy;
- reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online;
- reassuring and offering appropriate support;
- working with the wider community and local/national organisations to provide further or specialist advice and guidance. Adults (staff and parents) who have perpetrated the bullying will be helped by:
 - discussing what happened with a senior member of staff and/or the headteacher to establish the concern;
 - establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures;
 - if online, requesting that content be removed;
 - instigate disciplinary, civil or legal action as appropriate or required.

Preventing bullying

Environment

The whole school community will:

- create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all;
- recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse);
- openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities;
- challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others;

- be encouraged to use technology, especially mobile phones and social media positively and responsibly;
- work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying;
- celebrate success and achievements to promote and build a positive school ethos.

Policy and Support

The whole school community will:

- provide a range of approaches for pupils, staff and parents/carers to access support and report concerns;
- regularly update and evaluate our practice to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour;
- take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools attention, which involves or effects pupils, even when they are not on school premises; for example, when using school transport or online, etc;
- implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable;
- use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

The school community will:

- train all staff, including: teaching staff, support staff and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures (including recording and reporting incidents);
- consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the student council, alternative curriculum days etc;
- provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

Involvement of pupils

We will:

- regularly canvas children and young people's views on the extent and nature of bullying;
- ensure that all pupils know how to express worries and anxieties about bullying;

- ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying;
- publicise the details of internal support, as well as external helplines and websites;
- offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Involvement and liaison with parents and carers

We will:

- ensure parents are aware that the school does not tolerate any form of bullying and make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats;
- ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice;
- work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying;
- ensure that parents work with the school to role model positive behaviour for pupils, both on and offline;
- ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Monitoring and review:

Putting policy into practice

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The headteacher will be informed of bullying concerns, as appropriate.

Useful links and supporting organisations

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools SEND •
Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf

DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25
Cyberbullying

Childnet International: www.childnet.com

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/ukcouncil-for-child-internet-safety-ukccis Race, religion and nationality