

THE TELFORD PRIORY SCHOOL



Member of Leadership Team with Responsibility for Update of Policy	Ms Sarah Murdoch
Headteacher	Ms Stacey Jordan
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ANTI-BULLYING POLICY

The Telford Priory School Anti-Bullying Policy

The aim of The Telford Priory School anti-bullying policy is to prevent abuse of any sort and to ensure that everyone can operate in a supportive, caring and safe environment without fear of being bullied. All members of the community, including teaching and non-teaching staff, students and parents should have an understanding of what bullying is and be familiar with the school policy on anti-bullying; therefore the aim of the policy is to help members of the school community to deal with bullying when it occurs and, even more importantly, to prevent it. Bullying is an anti-social behaviour which affects everyone; it is unacceptable and it will not be tolerated. Everyone in the community has a responsibility to report any incident of bullying that comes to their attention and these reports will always be taken seriously.

Definition of bullying abuse

Bullying may be defined as any deliberately hurtful behaviour, usually repeated over a period of time and intentionally hurts another student or group physically or emotionally, where it is difficult for those being bullied to defend themselves, and is often motivated by prejudice. Examples of unacceptable behaviour include:

- physical assault
- verbal abuse, by name calling, teasing or making offensive remarks
- cyber-bullying, which is defined as the use of ICT by an individual or group in a way that is intended to upset others. Examples include using social websites, mobile phones, text messaging, photographs, video and e-mail
- indirect emotional tormenting by excluding from social groups or spreading malicious rumours

Bullying may be overt and intimidatory but is often hidden and subtle. It includes actions or comments that are racist, religious or cultural, homophobic, transphobic, sexist, sexual or that which has a focus on disabilities or other physical attributes (such as hair, colour or body shape) or any reference to Special Educational Needs and/or disability.

Bullying outside school premises

The Headteacher has a specific statutory power to discipline students for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives headteachers the power to regulate students' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in the town centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The Headteacher should also consider whether it is appropriate to notify the police or community support officers.

What should you do if bullying is taking place?

If you are being bullied or you know of someone else being abused – **TELL SOMEONE**. Don't blame yourself for what has happened.

Remember:

- Tell your parents and in school tell your form tutor or any other adult you trust
- If it is urgent TELL the nearest adult. If they do not listen TELL SOMEONE ELSE. DON'T GIVE UP. IF YOU DON'T TELL, THINGS COULD GET WORSE
- Walk away from any dangerous situation and GET HELP

As well as telling, you can help stop bullying by:

- Being friendly towards people you know are being bullied, including them in your discussions, break-times and lunchtimes
- Not laughing when someone is being abused
- Saying out loud that you don't like what is going on
- Not joining in
- Letting an adult know if you see someone else being bullied

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For parents

Things to look out for in victims of bullying:

Regularly feeling sick or unwell in the morning

- Reluctance to make the journey to and from school
- Money or possessions going missing
- Clothes or school bag torn
- Wanting extra pocket money for no particular reason
- Unexplained cuts and bruises
- Taking different routes to school
- Unexplained behaviour changes, e.g. moody, bad tempered, tearful
- Unhappiness
- Nightmares
- Not wanting to leave the house
- Reluctance to talk openly about school friends and playtimes

What you should do if you think your child is a victim of bullying

- Calmly talk with your child about his/her experience
- Make a note of what your child says – particularly who was said to be involved; how often the abuse has occurred, where it happened and what has happened
- Reassure your child that he/she has done the right thing in telling you about the abuse and that there is nothing wrong with him/her
- Encourage your child to report any incidents of bullying to a teacher immediately
- Make an appointment to see your child's Head of House even if your child is reluctant that you do so
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We can only do something if we know there is a problem

- Explain to the teacher the problems your child is experiencing
- Do not encourage your child to hit back. It will only make matters worse. Such behaviour could be contrary to your child's nature

Anti-bullying procedures

All students are encouraged to feel it is right to tell someone if they are being abused or if someone they know is. Incidents of bullying will be referred to House staff and dealt with quickly and appropriately.

Whilst it is the responsibility of all staff within the school to reinforce the anti-bullying strategy and support the victims, it is recognised that not all staff have the capacity (due to the commitments of their job) to carry out a swift and thorough investigation. Therefore incidents of bullying should be referred to the appropriate House Team as quickly as possible.

Staff suspecting an incident of bullying should:

- Reassure the young person that their concerns are being taken seriously and will be investigated
- Contact the relevant Student Support Officer or Head of House as soon as possible with details of the incident
- Record the incident details on the school's electronic recording system as an 'Incident'. House Leaders will investigate all reported incidents of peer abuse using the following procedure:

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- Appropriate students will be interviewed by the relevant house leader and statements taken
- If the investigation confirms bullying incident has taken place the house leader will enter the incident on CPOMs
- Appropriate sanctions will be used for the perpetrator/s
- Parents of the victim and perpetrator will be notified immediately and support will be given by the student support officer. The incident will be reviewed regularly with regular contact with the victim and parents (timing appropriate to individual situations)

The Role of the Peer Mentors

The trained ambassadors will often be the first point of contact for students who feel they are the victims of bullying. Ambassadors will be easily identified around the school site by wearing a Peer Mentor badge.

The ambassadors will be able to:

- Listen to and provide support for fellow students
- Share concerns about vulnerable students with House Teams/Peer Mentor coordinator (always with a commitment to maintaining confidentiality whenever possible)
- Signpost students to other support services available
- Show commitment to the Peer Mentor scheme and recruit new students to the scheme
- Be involved in regular monitoring of the scheme
- Work together with House Teams, staff and students in promoting good citizenship and inclusion throughout the school

The Peer Mentors will meet as a group with the designated Peer Mentor Co-ordinator every half term to reinforce their training, share experiences, feedback on the programme and make suggestions for improvements.

Recruitment and training of new Peer Mentors will take place annually in a programme co-ordinated by the Peer Mentor Co-ordinator.

Sanctions

Bullying in any form will not be tolerated at The Telford Priory School and bullying related incidents will be dealt with seriously. Each incident will be investigated thoroughly and parents will be kept fully informed of the outcome of such investigations. Sanctions applied will depend upon the individual incident but may include:

- Alteration to seating plans within teaching groups
- After school detentions
- Restricting access to the school site or classrooms
- Internal exclusion
- Exclusion from school site at lunchtime for a fixed period of time
- Transfer of form group or teaching group
- In serious cases the school will consider a fixed term exclusion/permanent exclusion

Useful Websites

www.childline.org.uk

www.bullying.co.uk

www.anti-bullyingalliance.org.uk

www.need2know.co.uk/beatbullying

www.diana-award.org.uk