

# Millthorpe School



## Anti-Bullying Policy

Adopted by Governors: January 2022 (pending)

Review Timetable: 3 Years

Renewal Date: January 2025

### Anti-Bullying Policy

#### 1. Introduction

All children and young people have the right to lead their lives without fear of being threatened, assaulted or harassed. The impact that bullying can have on the lives of young people is clear. It can affect young people's wellbeing, behaviour and development not just at the time, but right through to adulthood.

At Millthorpe School, we recognise the destructive impact that bullying has on everyone affected by it. We are committed to providing a **safe, supportive** and **caring** environment for all sections of our school community (students, staff and parents). We **value, respect** and **celebrate** the diversity within our school community and encourage everyone to share those values. All types of bullying, by anyone and anywhere, are **unacceptable** and **will not be tolerated**.

All students should feel able to bring bullying to our attention. We expect **anyone** who is aware of any bullying to do this. We will always endeavour to act promptly and effectively when we are aware of bullying. In this way as a community, we will **stand up** against bullying.

This policy is aligned with our mission, "**To be the best that we can be**" as we want all students to aspire to being the best that they can be.

This policy is also clearly linked to our school motto: "**Respectful, Responsible, Ready**." We expect all students to be

**Respectful** – to respect one another and value our similarities and differences

**Responsible** – to report any instances of bullying to a member of staff so that it can be investigated, appropriately dealt with and not be a "bystander."

**Ready** – to challenge bullying in any form so that they leave Millthorpe School ready to be positive citizens in an ever changing world.

#### 2. What is bullying?

Bullying is behaviour that repeatedly and intentionally causes **emotional** or **physical** hurt to another individual or group of people.

**Forms** of bullying generally describe how the bullying was carried out. These forms can be grouped in the following ways:

- **Physical** pushing, kicking, hitting, punching, slapping, any form of violence
- **Verbal** name-calling, teasing, threats, sarcasm
- **Indirect/Emotional** spreading rumours, excluding, being unfriendly, tormenting
- **Cyber** any form of internet misuse including abusive or threatening emails or messages, misuse of blogs, gaming websites, chatrooms or sites such as Facebook, Snapchat, Instagram, WhatsApp, any threats or abuse via mobile phone messages or calls, any misuse of other technology including camera and video facilities

**Types** of bullying describe why it was carried out. These types are based on real or perceived difference and can be related to prejudice. The following list gives some common examples of types of bullying:

- Racial bullying
- Religious bullying
- Cultural bullying
- Homophobic bullying
- Gender-related bullying
- Disability-related bullying
- Ability-related bullying
- Appearance-related bullying

Bullying can take place in school, outside of school and online. Where bullying occurs outside of school and/or online and it is reported to school staff, it will be investigated and acted upon. The Headteacher will also consider where it is necessary to inform the police or other agencies in order to support the management of any incidents of bullying.

### **3. Prevention**

We will take steps to raise awareness of the nature and impact of bullying using methods such as assemblies, PSHCE and Personal Development lessons, other cross-curricular lessons, and tutor time. Students will be encouraged to report any incidents of bullying and we will actively promote a “No Bystanders” initiative, where students are encouraged to avoid being a bystander and instead, to report anything that is unacceptable to a member of staff.

We will take steps to develop the personal, social and emotional skills of our students so that they can keep themselves safe inside and outside of school.

We will actively attempt to be aware of issues between members of the school community that may lead to conflict. We will use this awareness and knowledge of those concerned to intervene positively before bullying can take place.

We will attempt to be aware of times or places where students feel most vulnerable and proactively supervise in these instances, promoting good behaviour in line with motto and mission; **Respectful, Responsible, Ready** in order **“To be the best that we can be.”**

#### 4. Intervention

We will act promptly to use disciplinary action where any form bullying has taken place. This response will be fair, consistent and in line with the school behavioural system. In deciding what action is appropriate we will consider the impact of the bullying behaviour on those concerned, the intent to hurt, the frequency of the behaviour and the nature of the relationship between the parties concerned. The following disciplinary steps may be taken:

- Formal warning to stop bullying behaviour
- Apology to victim of bullying
- Lunchtime or post-school detention
- Withdrawal or break/lunchtime privileges
- Removal from class/group
- Withholding participation in non-essential school events eg. Sports teams, school trips
- Exclusion from certain areas of the school
- Internal exclusion
- Fixed-term exclusion
- Permanent exclusion

We will also offer support to those involved.

##### 4.1 Students who **have been bullied**:

- We will offer an immediate opportunity to discuss the experience with a Deputy Head of Year, Head of Year, a form tutor, or another well-placed member of staff.
- We will endeavour to reassure the student and will offer continuous support to restore self-esteem and confidence. The vast majority of our students will have their needs met by their Pastoral Staff, though students will be offered other support structures where appropriate.

##### 4.2 Students who **have bullied**:

It is recognised that support must also be given to the perpetrator of bullying. Changing the attitudes and behaviour of those who bully is a part of the positive process of intervention, alongside the use of sanctions. Students who have bullied will be supported by some or all of:

- Discussing the behaviour
- Engaging with why the student became involved in bullying behaviour
- Establishing the wrongdoing and the need for positive change in behaviour
- Working with parents/guardians to help support positive change in behaviour
- Use of restorative practice

- Where appropriate, ensuring that the student undertakes education work around their behaviour.

When carrying out investigations into bullying behaviour, the Pastoral Team use a checklist to ensure that this is carried out thoroughly and consistently. This includes the need to follow up with the victim and perpetrator within 5 school days and also to offer ongoing support. Records of incidents and the actions taken will be recorded securely on CPOMs.

#### **4.3 Reporting bullying behaviour:**

We understand that there are reasons why those who are bullied and bystanders to bullying may sometimes find it difficult to report. This is why we have attempted to provide a range of ways for members of our school community to report such behaviour. These are as follows:

- Tell your **Form Tutor**
- Tell your **Deputy Head or Year or Head of Year**
- Tell one of your **teachers** or another staff member
- **Send an E-Mail** – Send to [reportabully@millthorpe.southbank.academy](mailto:reportabully@millthorpe.southbank.academy) or to the relevant member of staff using the staff email addresses on the school website [Staff List – Millthorpe School](#)

All staff in school are aware of their responsibility to act on any concerns raised with them. Colleagues should seek support from the Pastoral Team or Senior Leadership Team if they are unable to resolve the matter themselves.

#### **4.4 Parents:**

We believe that it is important for parents and staff to work in partnership to support those affected by bullying and to ensure that any issues are successfully resolved.

If you, as a parent/guardian, suspect or are aware of bullying involving any members of our school community it is important to share your concerns. This can be done in the following ways:

- **Phone school** – Ask to talk to your child's Form Tutor, Deputy Head of Year or Head of Year.
- **Parents' Evening** - Talk to your child's Form Tutor or other pastoral staff present
- **Send an E-Mail** – E-mail your concerns to be passed on to the appropriate member of staff

Attached to this policy is a list of signs that may indicate a young person is being bullied. **(See Section 6)**

Parents and carers are also expected to support the school where it is alleged that their child is the perpetrator of bullying, working with the school to find a positive resolution.

## 5. This policy

This policy is aware of the school behavioural policy which seeks to prevent negative behaviour before it becomes a major issue. Along with the behaviour policy it recognises that all members of our community have a part to play in preventing and responding to bullying in our school.

This policy will be reviewed annually. This review will focus on implementation and effectiveness and alterations will be made where fitting.

This policy and the message inherent will be promoted throughout the school where and when opportunities arise.

## Section 6 – Signs that a young person may be experiencing bullying behaviour

Many young people do not speak out about bullying but may display signs that they are being bullied. Adults should be aware that the following signs **may** indicate that a young person is being bullied:

- Is worried about walking to/from school
- Is worried about taking the bus to/from school
- Is unwilling to go to school
- Changes their usual routine
- Truants school
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens self-harm
- Cries at night or suffers from nightmares/bedwetting
- Is unable to sleep
- Runs away from home
- Regularly feels ill in the morning
- Begins to suffer in terms of school work
- Comes home with clothes or property damaged or missing
- Has unexplained cuts or bruises
- Asks for money or steals money
- Regularly 'loses' own money
- Comes home very hungry
- Becomes aggressive, disruptive or unreasonable
- Starts bullying other children/siblings/pets
- Changes their eating habits
- Is frightened to say what's wrong

## **Appendix 1**

### **Anti-Bullying Policy – Information for Students.**

Bullying occurs in **EVERY** school; good schools acknowledge this and put in place robust systems to support in taking effective action. We are committed to providing a **safe, supportive, and caring** environment for our students; we all need to work together positively to ensure this happens so that we can all “**Be the best that we can be.**”

**What is Bullying?** Bullying **is** where a person, or a group of people, does nasty or unkind things to someone on purpose, more than just once. Bullying **is not** falling out with others or disagreeing with friends.

**What to do?** If you witness bullying, or feel that you are being bullied yourself, you **MUST** take positive action and **tell someone**. You might tell:

- Your Form Tutor, Deputy Head of Year or Head of Year
- One of your Teachers or another member of staff
- A friend
- Someone at home

We now also have other ways for you to let us know about bullying:

- **Website:**
  1. You will find the ‘Report Bullying’ button on the Millthorpe Students homepage
  2. Just fill in the details and send. This information goes directly to the Pastoral Office
- **Email:**
  1. You will find the email addresses of all staff in school on the website - [Staff List – Millthorpe School](#)
  2. Find the email address of a member of staff that you are most comfortable speaking to and email them. You can either send them the details or you can tell them that you have witnessed bullying or are being bullied and ask them to find a time to speak to you.

At some point you will need to talk to your Deputy Head of Year about what has happened. They will:

- Talk to you about what has happened and take a record of the incident/s – it may help you to keep a diary of the events
- Talk to you about how to resolve the problem and agree an action plan with you
- Speak to those involved and issue sanctions as necessary
- Offer you support for the future *and* support the bully in changing their behaviour

**Bullying is an anti-social behaviour and affects everyone.  
It will not be tolerated at Millthorpe School.**