



## Anti-Bullying Policy

Adopted by Governors:

Review Timetable: 3 Years

Renewal Date: February 2020

### 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.

#### 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, Ask FM and Twitter, 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

### **3. Prevention**

We will take steps to raise awareness of the nature and impact of bullying using methods such as house and year assemblies, citizenship lessons, other cross-curricular lessons and tutor time.

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 *Our Values and Expectations*.

### **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 Student Support Officer, 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 SSO, 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

#### 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 **Student Support Officer/Director of Achievement**
- Tell one of your **teachers** or another staff member
- **Issue Box**
  1. Write the important information on some paper
  2. Post it into the secure Issue Box
- **Send a Phone Message**
  1. Type a normal message on your phone
  2. Instead of sending the message to a phone number, send it to [reportabully@millthorpeschool.co.uk](mailto:reportabully@millthorpeschool.co.uk)
  3. It will be sent as an MMS message, usually costing 25p-50p
- **Send an E-Mail** – Send to [reportabully@millthorpeschool.co.uk](mailto:reportabully@millthorpeschool.co.uk)

#### **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 the Student Support Officer or Director of Achievement for the appropriate House
- **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 Appendix)**

#### **5. This policy**

This policy was developed between November 2012 and January 2013 after a consultation process involving all members of the school community. Our students were consulted by a variety of methods including a survey, focussed group sessions and in-class discussions. Our parents and governors were invited to give feedback on details of the policy before its implementation.

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.

## Appendix

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 starving
- Becomes aggressive, disruptive or unreasonable
- Starts bullying other children/siblings/pets
- Changes their eating habits
- Is frightened to say what's wrong

## Anti-Bullying Policy

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.

**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 or Student Support Officer
- 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 Student Support Office
- **Issue Box:**
  1. Note down important information on some paper
  2. Drop it into the secure Issue Box located in student reception

At some point you will need to talk to your Student Support Officer 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.**