

# **Thomas Telford School**



## **Anti-Bullying Policy**

October 2018

# Bullying

## *This is an extract from the behaviour policy*

Our goal is to have a Bully Free School. However, we are realistic and understand that there is always the possibility of bullying occurring within School and it can happen in many different ways. It can also happen outside school and often via social media.

Bullying is the intentional hurting or humiliating of another person. This can happen in many different ways:

E.g.

- physical violence
- threatening behaviour
- verbal abuse
- teasing
- humiliation
- embarrassment
- name calling
- comments about family
- comments about appearance / physique
- comments about ethnicity / religion
- intentional damage to possessions
- psychological bullying
- use of technology to assist in any of the above: texting, email, photographs

All these and many more demonstrate the wide variety of ways in which students can be bullied. It is vitally important that **any** incidents of bullying be notified immediately to the Personal Tutor or other relevant members of staff as indicated in the Student and Parent Charters.

Bullying that takes place outside School can result in the School and the police having to take action.

Schools have a responsibility to respond promptly and effectively to instances of bullying.

All students will be periodically reminded that if they ever feel that appropriate action is not being taken to resolve the problem, they can have immediate access to the Headmaster. Parents can also have access to the Headmaster if they feel appropriate action has not been taken by the Deputy Head.

## Role of Teachers, Supervisors and Management

Staff	<p>Bullying should be a regular topic of discussion within tutorial group.</p> <p>Personal Tutors to arrange discussions around bullying and the schools zero tolerance view towards bullying.</p> <p>All reported incidents are recorded and investigated.</p> <p>The experienced team of Deputy Heads and Head of year staff can support teaching staff with the handling of incidents of bullying.</p>
Head Master and Deputy Heads	<p>The Head is available together with Deputy Heads to support any students experiencing any form of bullying.</p> <p>There is a presentation by the Head highlighting bullying and cyber bullying at the start of Year 7.</p> <p>Regular assemblies for all year groups also highlight issues of bullying</p>
Students	<p>To support each other and look out for the welfare of others, reporting any concerns relating to bullying to their personal tutors, supervisors or Deputy Heads.</p> <p>The PT Groups ensures that students have other peers that they can talk to if they wish to.</p>
Parents	<p>Close contact between the school and parents is encouraged.</p> <p>Parents are strongly advised to report any concerns over bullying however small.</p> <p>Parents and Students receive presentations on internet safety and cyber bullying at the start of year 7.</p>

Bullying should be a regular topic of discussion within the tutorial group. Personal Tutors should arrange discussions about bullying emphasising the school's views about nil tolerance. Students should be encouraged to look out for each other and be prepared to report any concerns to a teacher, supervisor or Deputy Head. Every student should be reminded that the Headmaster is available to support them if they feel the matter has not been dealt with properly or the bullying will not stop. Parents also have an important role to play and are strongly advised (through the Parents Charter) to report any concerns over bullying, however small. Opportunities to emphasise the school's views about bullying will be made via assemblies, school broadcasts and, where appropriate, within lessons.

Should serious E-Safety incidents take place, the following persons should be informed:

Dave Smith – Acting IT Director  
 Phil Nicholls – Safeguarding Officer  
 Ian Rawlings – E-Safety Officer  
 Sir Kevin Satchwell - Headmaster

## **Whose responsibility is it to report bullying?**

The victim  
Other students  
Parents

Sometimes, the victim may find it difficult to report the matter. Other people i.e. other students and parents have a responsibility to see that the matter is raised and dealt with appropriately. We all need to look out for each other.

Victims of bullying are often reluctant to come forward to report any untoward behaviours they may be experiencing, often for fear of retaliation or making the situation worse. Therefore it is important to highlight (as is the case in the child safeguarding policy) what the signs and symptoms of a child being bullied may be, helping teachers, parents and other students to identify potential victims.

## **What action will be taken?**

The priority is to safeguard the victim and other students and totally remove any possibility of repeat. In the event of not being able to secure these conditions with an offender or if any one incident is particularly serious in the judgement of the Headmaster, the Bully will be expelled from the School using the normal procedures for expulsion.

The Headmaster's decision regarding expulsions will be final.

Matters that constitute a possible crime will be reported to the police. Parents will be encouraged to report incidents to the police where appropriate.

This policy should be read in conjunction with the E-Safety Policy, Child Protection Policy and Safeguarding Policy.

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