

Tring School
Anti Bullying Policy

Policy Date: March 2016

Issue No: 3

Based on Herts CC Guidance

Approved by: Full Governing Body (*Students, Learning & Community Committee*)

Date: March 2016

Review due: March 2018

ANTI-BULLYING POLICY

One of the aims of Tring School is to ensure students have the opportunity to learn in a supportive, caring and safe environment without the fear of being bullied.

Bullying is a type of anti-social behaviour and affects most people in some way or form, but at Tring School this type of behaviour is not tolerated.

Bullying should not be an inevitable part of school life or a necessary part of growing up.

It is the responsibility of every member of Tring School community to challenge bullying and the most important aspect of this is to report bullying immediately.

Bullying rarely sorts itself out but by challenging/tackling bullying, the bully's powers are greatly diminished and something can be done quickly to prevent this type of behaviour happening again.

Tring School believes strongly in the promotion of a community spirit. Bullying goes in direct opposition to this philosophy and therefore all complaints of bullying will be dealt with swiftly and seriously.

a) Definition of Bullying

Bullying is defined as:

Deliberate, targeted, hurtful behaviour which is sustained over a period of time, where it is difficult for those bullied to defend themselves.

The school recognises that there are four main types of bullying:

- Physical – punching, pushing, hitting, kicking, theft or damage of property
- Verbal – name calling, threats, sexist remarks, racist remarks, homophobic remarks, comments about; physical/mental/social disability, appearance, ability, personality and sustained negative criticism
- Indirect – spreading rumours, excluding someone from social groups
- Cyber - All areas of the internet; such as email & internet chat room misuse
Mobile threats by text messaging & calls. Misuse of associated technology i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying

The school is only as good as the information it receives. It is vital that students report incidents of bullying to any member the school staff immediately. This will enable the school to take the most appropriate action to resolve any issues quickly.

Aims of the Policy:

- To ensure that all members of the Tring School community are made aware of and actively support the school's philosophy on bullying
- To endeavour to create and maintain an atmosphere where bullying is not tolerated
- To see that those who are bullied feel safe and confident in reporting incidents, in the knowledge that the matter will be dealt with sensitively, firmly and positively
- To ensure that bullying is always treated as a serious issue within the school

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

Practice:

Tring School has put in place a number of effective measures to tackle bullying.

- An excellent pastoral system which prides itself in dealing with both the victims and perpetrators of bullying, providing support for victims and showing the bullies the consequences of their actions and how they can change.
- Raising awareness of bullying and the impact through use of assemblies and activities during Anti-Bullying Week

- Supervision around the school during breaks and lunchtimes so that students have someone to approach if problems arise.
- Consistent encouragement for students to treat people and property with respect at all times.
- Dealing quickly and decisively when incidents of bullying are reported.
- Work with bullies through the use of restorative justice with the aim of changing their attitude and to actively encourage them to make a positive contribution to the school community and beyond (society as a whole) .
- The subjects of relationships and bullying are covered in depth during the Life Skills programme throughout the Key Stages.
- Teaching materials and styles used within lessons do not portray groups or individuals in a negative light.
- Provision of specialist counselling within the school for both victims and bullies.
- Access to services that specialise via the school website and school nurse
- Members of staff will take action when made aware of bullying incidents.
- Encourage student involvement in developing the school's policy on bullying and for students to be fully aware of the policy
- Provide parents with a clear definition of what bullying is and where to gain information on the subject of bullying.
- The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained.
- Persistent bullies may be excluded from school.
- Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied.
- Every student has to sign an acceptable user policy to use any electronic equipment within the school

The school will not hesitate to use the full range of sanctions at its disposal, in taking decisive action against those students who go against the school's philosophy on bullying.

Where necessary we have and will call on outside resources to aid an investigation or offer support to the victim and/or the bully. Such agencies include the Police, Behaviour Support Team, Connexions, DESC Outreach and Kidscape.

Evaluating and Monitoring the Policy

- The Assistant Headteacher responsible for Pastoral Support is responsible for ensuring that all incidents of bullying are recorded on the appropriate pro-forma and copies kept in a central file. The incidents will be monitored throughout the year to see if patterns emerge and further intervention is needed.
- A review will be conducted by the school, comparing the figures from the current year with previous years to judge the impact of policy and appropriate action taken if deemed necessary.
- Perspectives of parents and students will be sought via a process of questionnaires, feedback from the website, student discussion and the Life Skills programme for their views on the effectiveness of the policy.
- A brief verbal report regarding bullying incidents is given each term to the Students and Families Committee. This will also be presented to the Governing Body.

HELP ORGANISATIONS:

Childline	0800 11111000 or www.childline.org.uk
Advisory Centre for Education (ACE)	0808 800 5793 or www.ace-ed.org.uk
Children's Legal Centre	0845 345 4345 or www.childrenslegalcentre.com
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1205 204 or www.kidscape.org.uk
Parentline Plus	0808 800 2222 or www.parentlineplus.org.uk
Youth Access	0208 772 9900 or www.youthaccess.org.uk
Bullying UK	www.bullying.co.uk
Anti Bullying Network	www.antibullying.net
Stop Text Bullying	www.stoptextbully.com
CALM	www.thecalmzone.net

Tring School
Governing Body
February 2009
Reviewed March 2014
Reviewed March 2016