



# Thirsk School

& Sixth Form College

## Anti-Bullying Policy

### visions

TOLERANT

HAPPY

INSPIRATIONAL

RESILIENT

SUCCESSFUL

KNOWLEDGEABLE

<b>T</b>	<b>H</b>	<b>I</b>	<b>R</b>	<b>S</b>	<b>K</b>
TOGETHERNESS	HONESTY	INCLUSIVITY	RESPECT	SUPPORT	KINDNESS

**values**

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**Thirsk School & Sixth Form College**

**Anti-Bullying Policy**

Document Status			
<b>Date of Next Review</b>	January 2024	<b>Implemented by</b>	Governing Board
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<b>Date of Policy Adoption by Governing Board:</b>  26 <sup>th</sup> January 2021		<b>Signed</b>    Emma Lambden Headteacher    Nick Horn Chair of Governors	

## Introduction

This policy should be read in conjunction with and links to our Behaviour Management and safeguarding policies.

## Rationale

At Thirsk School & Sixth Form College all our pupils and staff have the right to learn in a supportive, caring and happy environment where they feel safe from discrimination, bullying, harassment and victimisation. Pupils who feel safe in school are in a better position to realise their full potential academically, socially and personally. Staff have a right to teach in the same environment, feeling safe and secure in their job. The school believes that everybody should be appreciated and valued for who and what they are and promote equality and diversity. These values should be felt by all our stakeholders in any interaction with the school community. Bullying is anti-social behaviour and causes damage to both the victim and perpetrator as well as those around them. It is important that pupils, parents/carers and staff have ownership of and understand our Anti-bullying policy and that they are all confident that any bullying complaints will be dealt with promptly and effectively. As a school we take bullying seriously and we will respond appropriately to bullying incidents that happen inside and outside school.

To create and nurture such a supportive, caring and happy environment it is important that all involved show RESPECT for all. The school places great importance around respect, it is a school value, and one of the three school rules. It is very much at the heart of all we do at Thirsk School & Sixth Form College.

## Definition

Bullying is the repetitive use of aggression with the deliberate intention of hurting another person, emotionally and/or physically. Consequently, bullying results in pain and distress to the victim and is repeated over a period of time. It involves an imbalance of power (the recipient feels they cannot defend themselves) and can take place between any members of our school community. Bullying can be direct or face to face such as physical, verbal, or emotional. It can also be indirect through cyberspace, such as email and internet chat room misuse, mobile phone threats by messaging and calls or present in the form of prejudice or hate crime. Bullying can also be the deliberate and conspicuous omission of actions, care or communication.

It needs to be made clear that bullying is not:

- Teasing and banter between friends without intention to cause hurt
- Falling out between friends after a quarrel or disagreement
- Behaviour that all parties have consented to and enjoy

## The effects of being bullied

People who are being bullied may show changes in behaviour, such as becoming shy and easily distressed, feigning illness, taking unusual absences or wanting to stay at home. They may feel frightened to walk to or from school and perform poorly in their work as well as having nightmares and lose sleep. They may become disruptive, aggressive or unreasonable and are frightened to say what is going on. It might be that they are nervous about using social media or the internet.

## Reasons why some people put up with bullying

- Fear of reprisal
- No confidence that it would stop if exposed
- Feeling of shame, embarrassment
- Fear of showing that it's hurting by disclosure
- Certainty that chances of belonging would be gone forever
- Fear that intervention removes the issue from the person's control so that they have no involvement or ownership over what happens next

## Who might see bullying take place in School?

Bullying can take place anywhere. It is likely to be more prevalent in lightly supervised areas of the school. However, it is equally likely to take place in the form of cyber bullying via social media and mobile devices. Everybody involved with the school might see bullying taking place and it is imperative that all members of the school community play their part in preventing bullying behaviour and making the school a safe and secure environment for everyone.

## How to get the bullying to stop

### ABC

- Always tell an adult in school you trust
- Be vigilant, keep an eye out for any signs of bullying
- Communication is the key to stop bullying

### In addition

- Be assertive with the bully, telling them to stop
- Ignore it and walk away with no reaction

## School action in the event of bullying

- If bullying is suspected or reported, the procedures outlined in the School Behaviour Management Policy will be followed
- An account of the incident will be recorded and given to the form tutor or line manager in the first instance (clear evidence must be provided for the school to take appropriate action)
- Repeated and/or persistent bullying will be dealt with by the Pastoral Team
- Parents will be kept informed
- The school will always strive for a restorative practice approach rather than punitive sanctions
- If bullying occurs out of school hours, parents are encouraged to contact the Police. However, the school will work with parents to help deal with situations which affect a pupil's life at school
- If a crime is alleged, we will report the incident and provide the necessary evidence to the police
- If the incident involves a member of staff it is reported to the Designated Safeguarding Lead or Headteacher who would take advice from the Local Authority Designated Officer (LADO)
- Interventions will be monitored to ensure repeated bullying does not take place

## Disciplinary steps

- People who bully will be held to account for their actions and accept responsibility for any harm they have caused and may be asked to genuinely apologise
- Sanctions will be applied fairly, proportionately, consistently and reasonably, considering any SEND or disability that pupils may have and considering the needs of vulnerability
- If bullying is racial, religious, homophobic or about a disability, the incident will be recorded in the appropriate log. Homophobic, transphobic and racist comments will be dealt with as per the sanctions in the Behaviour Management/Diversity, Equality and Inclusion (DEI) Policies.
- Parents will be contacted
- Where possible, people will be reconciled
- In serious cases, fixed term or even permanent exclusion will be considered particularly if violence is used or where significant harm is intended or caused, or where bullying is persistent, and the person is unresponsive to actions taken
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

## Recording

- Notes will be taken when interviewing and stored in the appropriate person's file
- Those involved might be asked to write a statement
- Incidents are recorded on Bromcom as behaviour events on pupils' records which can then be viewed by parents on MCAS
- Sensitive information will be recorded on the secure safeguarding area on Bromcom and if we have safeguarding concerns, we will pass the appropriate information to Children's Services
- Formal systems for recording serious and persistent incidents of bullying are used and routine reporting to the LA any incident that meets the current reporting thresholds
- Data about bullying can be analysed and consequently inform revisions to this policy and the way the school responds to bullying behaviour

## Prevention

As a School we are proactive and use strategies to prevent bullying. Adults in school model positive behaviour and reinforce strong anti-bullying messages in the standards they set in their relationships with pupils and other adults, as well as in their expectations of the good behaviour of pupils via the school rules and values. Our ethos encourages and promotes a culture where all pupils, parents and staff have polite, civilised relationships and treat each other with respect thus enhancing emotional health and wellbeing. We encourage all members of our community to feel safe, supported and empowered.

Our systems for reporting incidents of bullying mean that pupils, parents and staff know who to turn to and are confident that their concerns will be taken seriously and acted upon. Bullying concerns are reported in the first instance to the tutor, Head of Year or line manager

We ensure bullying is effectively addressed in policies, strategies, procedures and practices. Strategies to prevent bullying are embedded in quality first teaching. We challenge negative comments and 'put downs' about individuals or groups.

We use assemblies, tutor time activities, events, displays around school, PSHCE lessons and the wider curriculum to raise awareness about anti-bullying messages, promote diversity and equality and raise awareness that all forms of bullying is unacceptable.

We use training for leaders in the school to support effective management and sensitive and skilful handling of colleagues to raise awareness of bullying and to prevent bullying.

Our staff duty rotas ensure that there are appropriate levels of adult supervision. CCTV coverage is placed around the site to support staff in monitoring behaviour. This helps us to identify potential 'hotspot' times and locations so we can intervene.

We provide supervised activities to engage learners at break and lunch time such as extra-curricular activities and access to the Library and quiet areas for vulnerable groups.

## Reconciliation

In many cases bullies are unaware of the extent of the hurt caused through their actions.

- Pupils who have bullied will be confronted with the emotional and/or physical pain, hurt and upset that their actions have caused
- Where it is felt to be appropriate, both parties may be brought together, where both parties consent, with a mediator and asked to express their feeling
- It will be made clear that a line has been drawn under the issue and that a fresh start begins now
- It is not sufficient, simply to avoid bullying, but opportunities for both parties to support each other will be explored with the mediator
- The mediator will ask both parties to report back on relationships at regular periods

## Cyber Bullying

This section refers to the misuse of technology which results in pupils and staff feeling threatened, uneasy or unhappy. Instant messaging is a particular area that can be misused in this way. This often happens out of school.

If pupils are bullied in this way, they should follow the guidelines below:

- Never reply to an unwelcome message
- Do not delete the message; if possible, print it or screen shot it
- Inform an adult at home
- If the messages continue, contact the host/application provider and report the concern
- If you know the sender, ask them to remove the message
- Block the sender
- Close the account
- Consider involving the police if the content is illegal or raises child protection questions. In cases of sexting, parents will always be contacted, and the police informed

### Monitoring, review and evaluation

- Incidents of bullying will be monitored regularly by the form tutor and Head of Year
- Pupils who repeatedly bully will be discussed at internal pastoral meetings and appropriate strategies will be put in place
- The recording log will be monitored regularly by the Lead Governor for Safeguarding, SLT and Heads of School

### Further information and support

The Department of Education website: <https://www.gov.uk/bullying-at-school>

North Yorkshire County Council have an anti- bullying webpage for parents/carers for support <https://www.northyorks.gov.uk/school-bullying> and an anti-bullying helpline on 01609 780780.

The following websites have lots of useful information, advice and support:

	North Yorkshire Safeguarding Children Partnership (NYSCP) aim to ensure all children in North Yorkshire are safe, happy, healthy and achieving. <a href="https://safeguardingchildren.co.uk">https://safeguardingchildren.co.uk</a> 01609 535123
	The NSPCC helps children who have been abused to rebuild their lives, protect those at risk and find the best ways of preventing abuse from ever happening. <a href="https://www.nspcc.org.uk">https://www.nspcc.org.uk</a> 0808 800 5000
	Through CEOP you can report online sexual abuse or content. <a href="https://www.ceop.police.uk/safety-centre">https://www.ceop.police.uk/safety-centre</a>

	<p>YoungMinds is a national charity committed to improving the mental health of all children and young people. Parent Helpline 0808 8025544 free for mobiles and landlines – Monday to Friday for concerns relating to child/ young person’s mental health up to the age of 25.</p> <p><a href="https://youngminds.org.uk">https://youngminds.org.uk</a> 0808 8025544</p>
 <p>ONLINE, ON THE PHONE, ANYTIME</p>	<p>Childline is a private and confidential service for children and young people up to the age of 19. You can contact a Childline counsellor about anything -no problem is too big or too small.</p> <p><a href="https://www.childline.org.uk">https://www.childline.org.uk</a> 0800 11 11</p>
	<p>A useful website for parents and pupils where you can access advice and information.</p> <p><a href="https://www.anti-bullyingalliance.org.uk">https://www.anti-bullyingalliance.org.uk</a></p>
	<p><b>North Yorkshire Police Advice for Parents</b> - Parental controls, setting boundaries, your child's online life</p>
	<p><b>Internet Matters</b> - Helping parents keep their children safe online</p>
	<p><b>IWF-Internet Watch Foundation</b> - Reporting criminal online content including child sexual abuse images Where to go and what to do</p>
	<p><b>Facebook checklist</b> - Who can see what?</p>

 <p><b>UK Safer Internet Centre</b></p>	<p><b>UK Safer Internet Centre</b> - Online safety guidance</p>
 <p><b>BullyingUK</b> Part of <b>family lives</b></p>	<p><a href="https://www.bullying.co.uk">https://www.bullying.co.uk</a></p>
 <p><b>ANTI-BULLYING NETWORK</b></p>	<p><a href="https://www.antibullying.net">https://www.antibullying.net</a></p>
 <p><b>KIDSCAPE</b> Help With Bullying</p>	<p><a href="http://www.kidscape.org.uk">http://www.kidscape.org.uk</a></p>