

**Established:** October 2018  
**Reviewed:** December 2021  
**Next review:** December 2024

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## VISION STATEMENT

The Thornden ethos is based on treating young people as individuals and supporting them through their school career (see also: Behaviour Policy; Child Protection & Safeguarding Policy; Single Equality Policy and ICT & Online Safety Policy, which incorporates the Acceptable Use Policy). To thrive and be successful, we believe that they must first feel safe, confident, secure, and happy. We provide an environment that promotes self-worth, nurtures positive relationships, and encourages all to believe in their individual abilities and aspirations. We actively seek to develop a friendly atmosphere where students feel confident to ask questions, broaden their knowledge, challenge stereotypes and care for others and where students, staff and parents or carers work together to tackle bullying and peer-on-peer abuse. The aim of this policy is to underpin this commitment through:

- ensuring that we do all we can to prevent bullying (including cyberbullying) and recognising the potential for children with special educational needs and disabilities (SEND) and lesbian, gay, bisexual and transgender (LGBT) students to be disproportionately impacted by behaviours such as bullying, without outwardly showing any signs;
- developing an understanding that bullying is unacceptable behaviour that will not be tolerated in our school, and
- dealing with a bullying incident as soon as it happens, recognising that both the person being bullied (the target) and the bully need help.

## DEFINITION

Bullying is the **repetitive** intentional harming of another person within an unequal power relationship; that is, any act where someone feels intimidated, vulnerable, or hurt by a group or individual and cannot defend themselves. Within a school, this may be directed towards a student or a member of staff and continues after the student has been spoken to.

## **Bullying behaviour includes:**

- **EMOTIONAL:** being unfriendly, spreading nasty stories about someone, excluding, tormenting, ridiculing, or humiliating.
- **PHYSICAL:** physical violence and/or threat of physical violence.
- **VERBAL:** name calling, insulting, making offensive remarks, spreading rumours, threats, teasing, which may be directed towards gender, race, religion, culture, physical disability, SEN, personality, health conditions, appearance, or home conditions.
- **DAMAGE TO PROPERTY OR THEFT:** students may have their property damaged or stolen.
- **SEXUAL:** unwanted physical contact, sexual violence, sexual harassment, sexually abusive comments relating to e.g., sexual orientation, upskirting or sexting.
- **CYBER:** texts, picture/video clips, phone call, e-mail, instant messaging, chat rooms, social networking sites, etc.

## **Bullying is not:**

- A one-off incident.
- Teasing between friends without intention to cause hurt.
- Falling out with friends after a quarrel or disagreement.
- Behaviour that all parties have initially consented to and enjoy.

## REPORTING and RECORDING INCIDENTS

**Students** should feel confident that effective steps are being taken to make school a safe and secure environment in which to achieve and learn. We want our students to feel that they are supported in reporting incidents of bullying and reassured that action regarding bullying will take place so that they are protected. They should:

- support the Head of School and staff in the implementation of this policy,
- not bully anyone else, or encourage and support bullying by others,
- tell an adult if they are being bullied, usually either a member of staff or parent and
- act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied. They must recognise that being a “bystander” is not acceptable and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying.

**Parents/Carers** should understand and feel confident in the steps that are being taken by the school to make sure children are safe at school and will support us in helping us meet our aims. Suspected bullying will not be ignored and will be investigated without delay. They should:

- be encouraged to keep a log of the issues and then contact the Head of Year (HoY) immediately even if their child has asked for “secrecy” so that they can work with the school to bring an end to the bullying,
- contact the school if they know or suspect that their child is bullying another student, and
- share with the school any suspicions they have that bullying is taking place, even when it does not directly involve their child.

Instances of bullying will be recorded by the HoY on CPOMS following a thorough investigation and once the appropriate action has been taken.

## PREVENTION

At Thornden, we are committed to prevent bullying by:

- Promoting the Student Code of Conduct and the Thornden Ten
- Raising awareness of the issues that may occur in classrooms, canteen, corridors, outside spaces and journeys to and from school; this may be through promoting age-appropriate open discussion in tutor time or lessons or assemblies

- Supporting Anti-Bullying week in November (<https://www.anti-bullyingalliance.org.uk/>)
- Discussing bullying with parents/carers (if necessary)
- Involving older students in supporting our transition process (where permissible)
- Providing positive role models
- Regularly reviewing the Anti-Bullying policy and procedure
- Embedding e-safety into the curriculum to avoid online bullying
- Ensuring staff have the appropriate training to assist them in dealing with incidents of bullying, and to reassure them of back-up and support when helping students to deal with bullies
- Being aware of the possible signs of bullying:
  - Changes in usual routine
  - Changes in usual behaviour e.g., crying
  - Unwillingness to come to school
  - Becoming withdrawn, anxious, lacking in confidence
  - Claiming to feel ill
  - Possessions going missing
  - Unexplained cuts, bruises or scratches
  - Unusually aggressive, disruptive or unreasonable
  - Bullying other children
  - Stopping eating
  - Frightened to say what is wrong
  - Giving improbable excuses for any of the above

## RESPONDING TO INCIDENTS OF BULLYING

### FOR STUDENTS

#### General:

- Tell a friend, a member of their family, an adult, an older student; anyone whom you trust
- Tell the bully to stop if it is safe to do so
- Encourage the bullied person to seek help
- Walk away with the bullied person and encourage them not to react; reaction is vital to the bully - it is pointless without a reaction
- **Email:** [talk2me@thornden.hants.sch.uk](mailto:talk2me@thornden.hants.sch.uk)
- Self -refer to one of the pastoral support team using the agreed process
- Telephone a counselling service such as **CHILDLINE: Call 0800 1111**

#### Cyber Bullying and sexualised online bullying:

This refers to peer-on-peer abuse because of the misuse of technology which results in you feeling threatened uneasy or unhappy. Mobile phone texting, group chats and other online activity are areas that can be misused in this way, and this will usually happen at home. If you are bullied in this way, follow the guidelines below:

- Never reply to an unwelcome text or message
- Do not delete the message; if possible, take a screen shot and print it out
- Inform an adult at home straight away and block the sender
- Contact the provider and report the messages
- Consider involving the police
- Talk to you tutors and/or Head of Year if you wish to; this is particularly important if it is affecting your school life. However, please note that as a school we do not have to deal with issues that happen outside school.
- Further advice and detail on how to deal with cyber bullying can be found on the website [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk).

## FOR STAFF

Being at the forefront of behaviour management and supporting children's personal safety and well-being in school, staff have a vital role to play. Staff have detailed knowledge of the children in their care and should build up relationships based on mutual support, respect, and trust. Staff should log any incidents of poor behaviour or incidents, especially at break or lunch, so that a pattern builds up. They report the bullying incident to the HoY. Staff should respond to any incident of bullying as follows:

- Remove the student from immediate danger.
- Acknowledge the incident and assure the students that it will be dealt with.
- Listen carefully to all accounts.
- Focus on feelings, not facts and do not make any premature assumptions.
- Beware of feelings of anger and frustration towards the bully and sympathy for the target.
- Treat every student with respect and compassion.
- Never ignore suspected bullying.
- Regularly review class seating plans.
- Talk to the Head of Year as soon as possible.

Action resulting from a bullying incident may involve:

- Talking with the parents/carers and providing regular updates.
- Devising specific activities for those involved in the incident.
- Talking with the students involved – separately and together if this is appropriate.
- Talking with the class or tutor group.
- Consulting with and involving colleagues.
- Facilitating friendships.
- Implementing the disciplinary procedure, which could ultimately lead to a fixed term exclusion.

The **Head of School** is responsible for implementing the Anti-Bullying Policy and under the Education and Inspections Act 2006 for:

- “determining measures on the behaviour and discipline that form the school's Behaviour Policy”
- “...encouraging good behaviour and respect for others on the part of students and, in particular, preventing all forms of bullying among students”.

The **Head of School** will ensure that:

- bullying behaviour is addressed in the school's Behaviour Policy,
- bullying is addressed as an issue in the curriculum,
- all staff receive training that addresses bullying behaviour,
- the Academy Committee is regularly provided with information regarding issues concerning behaviour management, including bullying, and
- a senior staff member is appointed to be responsible for the monitoring of the policy and anti-bullying strategies.

## MONITORING AND REVIEWING

- The whole school community e.g. through Student Progress Meetings, Year councils and the School council will be consulted on whether or not the strategy is effective.
- This policy will be monitored and updated annually.
- The level of racist behaviour is monitored annually, in line with Hampshire County Council policy.

## ROLES AND RESPONSIBILITIES

The Head of School has nominated Judith Evans as the senior member of staff responsible for overseeing bullying prevention. However, all staff have a key role to play in this prevention.

# Anti-bullying Policy Thornden School (JE)      December 2021

**Related policies:** Behaviour Policy; Child Protection & Safeguarding Policy; Single Equality Policy and ICT & Online Safety Policy Acceptable Use Policy