



ANTI-BULLYING POLICY

Why did our school community create this policy?

At our school bullying is something we believe is wrong and will not be tolerated. To make a stand against bullying, we decided to write a student friendly version of our Anti-Bullying policy so that all members of our school community understand what bullying is and the steps we will take if it happens in our school.

What is Bullying?

Someone who hurts someone more than once, by using behaviour which is meant to hurt, frighten or upset another person.

Bullying can be:

Emotional: Hurting people's feelings, leaving them out.

Physical: Punching, kicking, spitting, hitting, pushing.

Verbal: Being teased, name calling.

Written: Letters, notes, graffiti.

Cyber: Saying unkind things by text, email and on the internet (including social media sites).

When is it bullying?

Several

Times

On

Purpose

Who is usually a target?

Bullying can happen for many reasons, but often:

- **Racist**—ethnicity, skin colour, language, religious or cultural practices.
- **Homophobic**- Discrimination based on sexuality and/or gender identity.
- **Sexual**—Unwelcome sexual advances or remarks that are intended to cause offence, humiliation or intimidation. This include pressure to send images of a sexual nature.
- **Disablist**—The bullying of children who have special educational needs and disabilities.
- **'Difference'**—based on any real or perceived difference. Examples: dress, hobbies and interests, family set up, social behaviour.



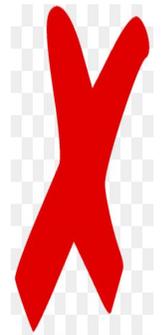
If you are being bullied:



- Be confident .
- Give them eye contact and ask them to STOP if it is safe to do so.
- Confront the bully in public with a friend if possible.
- Don't stay silent—tell someone or the bullying will keep happening.
- Show the bully you don't care.

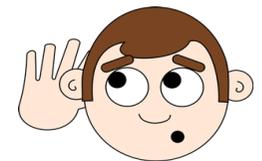
DON'T:

- Do what they say
- Get angry
- Show you are upset
- Hit back
- Think it's your fault



Who can I tell?

- A friend
- Parent/Carer
- Form Tutors
- Teachers/Learning





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What will the school do once we identify bullying?



Step 1: Meet with the bully in order to explain why their actions are classified as bullying. Give the bully an opportunity to reflect on his/her actions with the aim to conduct a restorative between the bully and the victim. If this is resolved, no further action will be taken but monitoring will take place.

Step 2: Should the bullying continue, the person carrying out the bullying is to attend a meeting with a member of their Solution Team and their SLT link. During this meeting an Action and Support Plan is created and signed to be reviewed in 6 weeks.

Step 3: If the Action and Support Plan is not followed, a Restorative and Reflective Families Conference is held with the bully, parent/carer, SLT link and the Safer Schools Officer. At this point a new Action and Support Plan is created to be reviewed in 6 weeks.

Step 4: For continued bullying incidents following all 3 steps above, a referral is made to the Governors and Executive Principal.

What we will do to support the bully:

At TSH we recognise that whilst the victim of bullying needs support, so does the person who is acting in this inappropriate way.

We will be providing support by:

- Ensuring the bully works with our in-school therapists to identify issues and give clear strategies to support the bully and parents/carers.
- Home visits/meetings from our Family Liaison and Safer Schools Officer.
- Establishing a restorative approach between the bully victim and the bully, involving parents.
- Offering additional links with external agencies if needed.

Useful websites:

www.anti-bullyingalliance.org.uk

www.kidscape.org.uk

www.bullying.co.uk

www.nspcc.org.uk

www.childline.org.uk

www.youngminds.org.uk