

Thomas Telford School



Anti-Bullying Policy

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Bullying

Bullying is defined as behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- Often, but not exclusively, targeted at certain groups: race, religion, sexual orientation, gender, etc

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:

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

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, Head of Year or other relevant members of staff. They will do their best to investigate the matter and address the situation swiftly.

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

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.

Bullying can take place in person, or online. See below the individuals who should be informed if E Safety incidents take place:

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

Mr Dave Smith – IT Director
Mr Phil Nicholls – Designated Safeguarding Lead and E-Safety Officer
Mr Ian Rawlings – Headmaster

Whose responsibility is it to report bullying?

The victim
Other students
Parents
Staff

Sometimes, the victim may find it difficult to report the matter. Other people i.e. other students, staff, and parents have a responsibility to see that the matter is raised and dealt with.

There are numerous signs to look out for that may signify that a child is being bullied:

- Unexplained injuries
- Lost property
- Frequent feelings of illness
- Changes in eating habits
- Difficulty sleeping
- Being confrontational or unwilling to talk
- Desire not to go to school
- Sudden loss of friends
- Feelings decreased self esteem
- Self-destructive actions

If you observe these behaviours in combination, it may be that bullying is taking place, and further investigations will be necessary.

What action will be taken?

The priority is to safeguard the victim and other students and totally remove any possibility of repeat. We hope that those responsible for bullying will recognise that their behaviour is unacceptable, and will take responsibility for their actions. In this case, the school will work with these students to help them understand the implications of their actions, and to work to secure a resolution. 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.

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