



Testwood School Anti-Bullying Policy	
Key Responsibility area:	Dermot Murphy/PCW/NS/3
Last Review:	April 2023
Next Review:	April 2024
<b>Article 19</b>	(protection from violence, abuse and neglect) Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents/carers or anyone else who looks after them.

## Revision History

Version	Date	Amendments	Initials
<b>V2.0</b>	23.04.21	Addition to B) Purpose	DM
		Addition to C) Responsibilities	
		Annex 1) added Bullying Behaviour	
		Working Practices changed to Annex 2)	
		Annex 2) Parental Guidance update	
		Annex 2) Anti-Bullying Strategies added	
		Added Preventative Measures to Annex 2	
<b>V3.0</b>	04.04.22	Revised dates	DM
<b>V4.0</b>	27/04/23	Revised Dates	DM

\*Appendices follow on from policy

## A) Introduction

At Testwood School we believe that everyone has the right to feel safe and happy anywhere within the School at any time of the day.

Bullying is any unacceptable behaviour by an individual or group, repeated over time, which intentionally results in somebody feeling hurt, threatened or frightened. The bullying may be physical, verbal or psychological and is intentional, deliberate and repetitive, causing distress to those who may feel powerless to resist.

Bullying can take many forms such as name calling, taunting, mocking, making offensive comments, kicking, hitting, pushing, taking belongings, sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

## B) Purpose

Testwood School wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour. The negative effects of bullying can have an impact on a person for their entire life. Therefore this policy promotes practices within the school to reinforce our vision, and to remove or discourage practices that negate them. **(Annex 1: Bullying Behaviour)**

This policy aims to provide a clear statement to staff, parents/carers and students about the strategies in place to combat bullying at Testwood School and to enable all those working in the School to feel safe and secure. Bullying will not be tolerated. If bullying does occur, all students

should be able to tell and know that incidents will be dealt with promptly and effectively.

### **C) Responsibilities**

It is the responsibility of all those with an interest in ensuring a safe, secure and happy learning environment as the normal experience of those involved in the life of the School, to implement the strategies outlined in the working practices section of this policy statement approved by the Board of Trustees and which will be reviewed annually.

### **D) Rationale**

**Testwood School aims to:**

- 1) create and maintain a safe environment for students, so that parents/carers may send their children to Testwood School confident that they will be protected from bullies
- 2) create an environment where adults have the right to work in an atmosphere of confidence and trust
- 3) discourage and prevent bullying by our attitudes, by the examples we set to others and through discussions in lessons, assemblies and tutor periods
- 4) ensure all those working in Testwood School are vigilant at all times of the school day for any indications that bullying may be taking place
- 5) ensure that all members of the community are sensitive and considerate to the needs of others and are confident and positive about themselves
- 6) ensure that all staff take the appropriate action in any cases of bullying that are seen or reported

See the **working practice (annex 2)** attached for how this will be achieved.

This policy was approved by the Board of Trustees and will be reviewed annually.

Date policy agreed: April 2023

Date of Review: April 2024

Signed by Chair of Trustees:

Date signed: April 2023

## **Bullying Behaviour**

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone.

Bullying can take many forms including:

- Physical bullying which can include kicking, hitting, pushing and taking away belongings;
- Verbal bullying which includes name calling, mocking and making offensive comments;
- Emotional bullying which includes isolating an individual or spreading rumours about them;
- Cyber-bullying where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media
- Racist bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- Sexual bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
- Homophobic and biphobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- Transphobic bullying occurs when bullying is motivated by a prejudice against people who identify as trans
- Disablist bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
- Sexist bullying occurs when bullying is motivated by a prejudice against someone because of their gender

With the advance in new technologies, Testwood School is aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately. Therefore, Testwood School has an ICT user's policy which all students and parents/carers sign.

Students who are being bullied, may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Some warning signs that a student is being bullied

- Changes in academic performance
- Appears anxious
- Regularly feeling sick or unwell. Wanting to visit the nurse regularly. Reluctance to come to school.
- Clothes/bags torn or damaged.
- Money/possessions going missing.
- Unexplained cuts and bruises.
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful. Unhappiness.
- Loss of appetite. Not sleeping. Loss of weight
- Seen alone a lot
- Not very talkative

**Working practices:**

Testwood School will provide a safe and caring environment. All staff will be aware of their duty of care towards students and the need to promote well-being.

Bullying is unacceptable and will not be tolerated. Students will understand through assemblies, tutor time and in activities delivered in PSHE and across the school curriculum that there is a zero tolerance approach to bullying behaviour.

All reports of bullying will be taken seriously. Staff will know that they must act on instances of bullying which are brought to them and must involve the Year Leader and Senior staff where necessary and appropriate.

**A) Expectations required of those with responsibilities to support this policy:**

**Students will be encouraged to:**

- 1) Tell their tutor, teacher or any other trusted adult in the school to make them aware of any bullying incidents which take place whether to themselves or others
- 2) Tell a parent/ carer
- 3) Record incidents on the Peer Mentor Referral Forms
- 4) Make an appointment to see a Peer Mentor
- 5) Write statements where necessary so that further action may be taken
- 6) Ensure social networking sites are only accessible to invited friends

Please note – **all** incidents will be investigated. However, this takes time and students should be reassured that action is being taken and they should **not** resort to taking matters into their own hands or involve other students in any reaction to bullying.

Each case will be dealt with on an individual basis. Depending on the severity of the case various forms of action may be taken. The victim will need support and strategies need to be used to rebuild the student's self-esteem.

**B) Teaching staff are required to:**

- 1) monitor student behaviour in lessons, take appropriate action and record any incidents which are deemed to be bullying
- 2) liaise with the Year Leader, where repeated incidents are causing concern
- 3) advise students of the options open to them to help deal with bullying

**C) Tutors are required to:**

- 1) listen and offer support to victims of bullying
- 2) make appointments for suitable referrals to Peer Mentors
- 3) contact parents/carers (diary/telephone) if their child has been referred or is suffering from bullying

- 4) liaise with the Year Leader
- 5) pass on recorded incidents to Year Leaders so that incidents may be logged

**D) Year Leaders are required to:**

- 1) pass on to office information/records about bullying for logging and filing
- 2) liaise with the SLT and tutors when appropriate
- 3) arrange meetings with parents/carers where situations warrant this and if particular students are a persistent problem

**E) The senior leadership team will:**

- 1) liaise with Year Leaders and Tutors when appropriate
- 2) contact and meet with parents/carers/ carers when necessary
- 3) remove persistent offenders from circulation within the school until an appropriate support programme has been completed

**F) Trustees will, through the appropriate committee:**

- 1) respond to any request from the School to investigate persistent offenders and consider whether they should be excluded, if they continue to cause problems after completing the appropriate support programme

**G) Parents/carers are encouraged to:**

Watch for signs – not wanting to go to school, minor illnesses, headaches, other pointers, avoiding friends, coming home with bruises or torn clothing, possessions disappearing, becoming upset after using the internet or mobile phone;

Learn how your child uses information and communication technology and familiarise yourself with safe practice;

If you believe your child is being bullied, or is a bully, talk to other adults at home or at school and explore the options. **DON'T STAY SILENT**

Inform your child's tutor and Year Leader

inform the police if bullying is taking place outside of school

Useful websites to help

[childline.org.uk](http://childline.org.uk) – contains tips and resources for victims

[kidpower.org.uk](http://kidpower.org.uk) – practical help for young people and parents/carers

[bullying.co.uk](http://bullying.co.uk) – help and advice for victims, parents/carers and schools

[nspcc.org.uk](http://nspcc.org.uk) – help and advice for parents/carers and families

#### **H) The Peer Mentor service will:**

- 1) be responsible for receiving and monitoring the outcomes from the Referral Forms handed in by students
- 2) investigate and offer support and guidance to students seeking help
- 3) try to solve issues brought to their attention, and seek advice from other staff if necessary
- 4) inform Tutors and Progress Leaders of any issues, whether on-going or completed
- 5) be available to offer support and advice to students at break times

#### **I) Preventative Measures**

The ethos of the Testwood School will discourage any form of bullying behaviour and encourage good relations through the following measures:

Regular promotion of anti-bullying in assembly and tutor times

Adequate presence of staff to supervise break and lunch times, as well as before and after school

Use of CCTV within the school grounds to help with the prevention of bullying

A duty rota for staff so they patrol key areas before school, break, lunchtime and after school

Questionnaires to research student views on how safe they feel in school

Trained Peer Mentors to provide one to one counselling

Strong teacher-student relationships so students feel comfortable in reporting any issues

Information leaflet for students and parents/carers about E-Safety

Display material in classroom.

1: 1 support as appropriate.

Guidance to both students and parents/carers in relation to the use of IT and mobile phones

Within the PSHE curriculum, and other curriculum areas there will be a commitment to teaching and exploring the impact of bullying. This will help to:

Raise awareness about bullying behaviour, its effect on emotional health and well-being, and how it will be combated.

Develop personal and social skills through the promotion of friendship skills, assertiveness skills, conflict resolution and problem solving skills, communication skills and the exploration of spiritual and moral values.

Build and maintain self-esteem.