Anti-Bullying

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Contents

Aims

At TDS we have a Code of Conduct based on Respect, Aspiration and Resilience.

Everyone in our community:

- Has the right to feel safe and confident.
- Should be able to work and learn in an environment free from intimidation and distraction.

This policy is based on DfE guidance. It applies to all adults and young people working within the school community. It aims to foster and adopt a climate of positive adult role modelling and supporting young people within the school community.

1. Types of Bullying

We will deal seriously with all forms of bullying.

Bullying can be displayed in many ways (eg physical, verbal, social or cyber). Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally we define the following behaviour by groups or individuals as examples of bullying:

- Spreading rumours, hearsay or hurtful comments which interfere in the relationships of friendship groups.
- Name-calling or the use of nicknames used to embarrass or ridicule a person.
- Deliberately demeaning the efforts of an individual, group or class.
- Isolating an individual.
- Racist, sexist or homophobic comments.
- Demanding money or personal property from a person or deliberately damaging their property.
- Blackmail, coercion, threats, threatening behaviour or actual physical violence.
- Posting, sending and/or circulating derogatory images and / or comments via the Internet.

2. Where can Bullying Occur?

Bullying Can Occur Anywhere:

In school:

- In corridors and play areas.
- In the toilets or changing rooms.
- In classrooms
- Anywhere else in school.

Out of school:

- Travelling to and from school
- Anywhere else in the community

Bullying can also occur by:

- Email

- Text
- Online
- Instant messaging services
- Social networking sites

We believe that all pupils need to feel good about their achievements at school. The confident and happy pupil is less likely to bully or become bullied. We place great emphasis on celebrating all aspects of school life.

We aim to prevent bullying in a number of ways:

- In form times and through emotional resilience support, all pupils learn about building self-confidence and assertiveness, handling relationships, peer group, pressure and stress.
- Through our assemblies raising the profile of Anti Bullying across the school.
- Through vigilance by all staff within lesson and also on duty before school, break and lunchtimes and after school.
- By designating staff to supervise particular areas where pupils may feel more vulnerable
- By offering 'drop-in' sessions in school through external agencies such as the School Nurse for pupils to talk through problems.
- Through trained Sixth Form Peer Mentors.
- By arranging social skills groups and counselling where appropriate through the Positive Impact Centre (PIC) or by referrals to other external agencies.
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Generative artificial intelligence (AI)

Artificial intelligence (AI) tools are now widespread and easy to access. Staff, pupils and parents/carers may be familiar with generative chatbots such as ChatGPT and Google Bard.

The Duston School recognises that AI has many uses to help pupils learn, but may also have the potential to be used to bully others. For example, in the form of 'deepfakes', where AI is used to create images, audio or video hoaxes that look real.

The Duston School will treat any use of AI to bully pupils in line with our Behaviour policy.

3. School Procedures

We support the victim and try to change the behaviour of the bully.

- Any member of staff who notices or becomes aware of any form of bullying will report it immediately. The normal route is to the tutor of the student's form class.
- Victims should be found a safe place so that they can be interviewed and provide their written account.
- The perpetrator will be spoken to and may be isolated whilst the incident is investigated.
- A written account taken from all parties involved and from witnesses if applicable.
- Sanctions for bullying depend on the gravity and frequency of the incidents, but the following procedures serve as guidance:

    - On the first incident, the bully / bullies will be reprimanded by the DoY or a senior member of staff and behaviour point/detention/isolation sanctions applied as appropriate. The incident will be recorded on the pupil's behaviour record, parents will be informed and they will be warned of more serious consequences should the behaviour be repeated.

- The victim will have the opportunity to complete a bullying log. This is a paper-based form and leads to a formal review of the incident after 4 weeks by the Director of Year. These logs are kept in the office of the relevant senior leader to the phase of the school. Pupils do not have to complete a log but it is encouraged so that systematic review can take place.
- Further incidents will result in parents being informed again, isolation and possible suspension for a fixed-term period in accordance with the Behaviour & Exclusions policy.
- As a last resort in very serious cases permanent exclusion will be used.

All adults (teachers, non-teaching staff and parents) should be aware of any changes in pupil behaviour or attitudes. Keeping an open dialogue is always helpful in preventing situations from escalating. We expect parents/carers to contact the Tutor if they feel something is wrong.

The sooner bullying is reported, the better the chances of resolving the matter satisfactorily. Where parents/carers and pupils (both victim and bully) are willing to work with the school there is more chance of a successful outcome.

Child-on-child sexual violence and sexual harassment at The Duston School

Following any report of child-on-child sexual violence or sexual harassment offline or online, The Duston School follow the general safeguarding principles set out in Keeping children safe in education (KCSIE) - specifically Part 5. The designated safeguarding lead (or deputy) is the most appropriate person to advise on the school's initial response. Each incident will be considered on a case-by-case basis. In all aspects of our school, sexual violence and sexual harassment are never acceptable, this area of behaviour will not be tolerated and pupils whose behaviour falls below expectations will be sanctioned. We fully endorse all staff to challenge all inappropriate language and behaviour between pupils. The Duston School does not normalise sexually abusive language or behaviour by treating it as 'banter', an inevitable fact of life or an expected part of growing up. All staff and pupils advocate strenuously for high standards of conduct between pupils and staff; they will demonstrate and model manners, courtesy and dignified/respectful relationships. Where pupils fall short of these behaviour expectations, the appropriate sanctions will be sought. As a school we will respond assertively to sexually inappropriate behaviour. This is an important intervention that helps prevent challenging, abusive and/or violent behaviour in the future. We will ensure all victims are reassured they will be supported, kept safe, and are being taken seriously, regardless of how long it has taken them to come forward. Abuse that occurs online or outside of the school will not be downplayed and will be treated seriously. A victim at The Duston School will never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment. Nor will a victim ever be made to feel ashamed for making a report or their experience minimised. In instances where reports of sexual abuse or harassment are proven to be deliberately invented or malicious, the school should consider whether any disciplinary action is appropriate for the individual as per our own behaviour policy.

Behaviour / bullying incidents online

The way in which pupils relate to one another online can have a significant impact on the culture at TDS. We recognise that negative interactions online can damage the school's culture and can lead to our school feeling an unsafe place. We acknowledge that behaviour issues online can be very difficult to manage given issues of anonymity, and online incidents occur both on and off the school premises. We are clear that even though the online space differs in many ways, the same standards of behaviour are expected online as apply offline, and that everyone at The Duston School should be treated with kindness, respect and dignity. Inappropriate online behaviour including bullying, the use of inappropriate language, the soliciting and sharing of nude or semi-nude images and videos and sexual harassment will be addressed in accordance with the same principles as offline behaviour, including following the safeguarding policy and speaking to the designated safeguarding lead (or deputy) when an incident is raised. When an incident involves nude or semi-nude images and/or videos, the member of staff will refer the incident to the designated safeguarding lead (or deputy) as the most appropriate person to advise on the correct response. Handling such reports or concerns can be especially complicated and we follow the principles as set out in Keeping children safe in education. The Duston School acknowledges that many online behaviour incidents amongst young people occur outside of the school day and off the school premises. Parents are responsible for this behaviour outside of school and accessing online content. However,

often incidents that occur online will affect the school culture. We will sanction pupils when their behaviour online poses a threat or causes harm to another pupil.

Reporting bullying incidents

We have set up the following ways for any pupil or parent to report incidents of bullying:

- Report it to any member of staff – in person, email or phone call (for parents and pupils)
- Speak Up and Speak out cards (found in reception)
- Submitting a form on the TDS School Website – under safeguarding
- Can We Talk Email address on canwetalk@thedustonschool.org

4. How Bullying is monitored

Monitoring

Directors of Year should:

- Review the incident records regularly to identify trends within their own year group
- Provide occasional assemblies to raise awareness of different types of bullying and support a protective ethos for victims
- Keep SLT informed of bullying issues within the year group and strategies to resolve
- Liaise with other DoYs
- Complete the relevant referral forms to ensure that affected pupils receive the correct form of support

Senior Leadership Team (SLT) should:

- Keep an overview of bullying incidents within the year group they line manage
- Alert other members of SLT about developing concerns
- Deliver whole school assemblies on key bullying issues to raise awareness

Governors should:

- Be aware of the schools Anti Bullying Policy
- Contribute to the review process

Training

- Training is provided as appropriate:
- NQT training includes Anti Bullying
- Non-teaching staff are given the opportunity to attend training on techniques for Behaviour
- Management of recognising and dealing with bullying
- Non-teaching staff are made aware of appropriate strategies for recognising and dealing with bullying
- DoY heighten awareness and review Anti Bullying Strategies in year team meetings

5. Anti-Bullying Strategies

As members of staff we are managers of our school. We need to be aware of the dynamics in pupil relationships and be careful to promote equal opportunities for all. We should aim to create a positive learning atmosphere in which every pupil is able to thrive.

Teaching Staff Strategies

- Positioned in and around corridors and classrooms to avoid 'corridor bullying'
- Avoid leaving any groups of pupils unattended in the classroom
- Inform the DoY of any suspicions of or actual incidents of bullying using SIMS and email /discuss further details as appropriate
- Try to ensure a 'safe' situation for the pupil or pupils being bullied, other than removing them from the group. (If necessary, the bully or bullies should be removed)
- If appropriate, seek medical assistance for the victim
- After the incident has been dealt with, please be vigilant – use your seating plans to separate and support pupils

DoY and SLT Procedures

- If appropriate, seek medical assistance for the victim
- Deal with the incident as soon as possible
- Interview the perpetrator – record the incident
- Interview the bullied – record the incident
- Try to allow adequate time for the victim(s) to describe the incident
- Inform all relevant staff of the incident / action / resolution
- Make decision about the incident in consultation with tutors and consider the following actions:
    o Mediation with both parties
    o Consequences
    o Recompense for damage/loss of property
    o Contact with parents
    o Contact with other outside agencies
- Monitor the situation:
- Allocate the victim / perpetrator to a Peer Mentor
- Encourage the victim to log any further incidents
- Check with the victim of the situation as long as necessary
- Hold follow-up meetings with victim/perpetrator parents, if appropriate
- Counselling for victim/perpetrator
- Refer the victim/perpetrator for further support from external agencies
- If patterns of bullying are identified representatives of marginalised groups are consulted and action plan(s) drawn up

6. Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal & civil law. These may include (but are not limited to)

- The Education and Inspections Act 2006 and Education Act 2011
- The Equalities Act 2010
- The Children's Act 1989
- The Education (Independent State School Standards) Regulations 2014
- Protection From Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

7. Links to other Policies

- Behaviour Policy
- Suspension & Permanent Exclusions Policy
- Online Safety Policy