

	<h2 style="margin: 0;">The Duston School</h2> <h3 style="margin: 0;">Policy</h3>
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Policy Title	Anti-Bullying	Version No	4
Rationale	The Duston School is a 4-19 mixed, all-through School. The Duston School aims to be a safe and secure learning environment in which all members of the community are respected and able to reach their potential.		

ANTI-BULLYING POLICY

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

Everyone in our community:-

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

This policy is based on the 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.

We will deal seriously with all forms of bullying.

Bullying can be physical, verbal, social or cyber. Bullying can happen once or over a sustained period of time. We define the following behaviour by groups or individuals as bullying:-

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

Bullying Can Occur Anywhere:

In school:

1. In corridors and play areas.
2. In the toilets or changing rooms.
3. Anywhere in school.

Out of school:

1. Travelling to and from school
2. Anywhere

Bullying can also occur by:

1. Email
2. Text
3. Instant messaging services
4. 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 academic, Arts, Sports and extra-curricular achievements.

We aim to prevent bullying in a number of ways:

1. In form times and through emotional resilience support, all pupils learn about building self-confidence and assertiveness, handling relationships, peer group, pressure and stress.
2. Through trained Sixth Form Peer Mentors.
3. Through vigilance by all staff within lesson and also on duty before school, break and lunchtimes and after school.
4. By designating staff to supervise particular areas where pupils may feel more vulnerable
5. By offering 'drop-in' sessions in school through external agencies such as the School Nurse for pupils to talk through problems.
6. By arranging social skills groups and counselling where appropriate (both with our School Counsellor and referrals to other external agencies).
7. Through our Peer Mentoring System who will have a part to play in raising the profile of Anti Bullying across the school.

School Procedures

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

1. Any member of staff who notices or becomes aware of any form of bullying will report it immediately to any member of staff. The normal route is to the tutor of the students form class.
2. Victims should be found a safe place so that they can be interviewed and provide their written account.
3. The perpetrator will be isolated and a written account made.
4. Sanctions for bullying depend on the gravity and frequency of the incidents, but the following procedures serve as guidance:

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- On the first incident, the bully / bullies will be reprimanded by the DoY or a senior member of staff and sanctions applied. The incident will be recorded on the pupil's file, parents will be informed and they will be warned of more serious consequences should the behaviour be repeated. Further incidents will result in parents being informed, isolations and possible exclusion for a fixed-term period.
- 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.

A record of all bullying incidents is maintained centrally as part of the monitoring of all incidents kept on each pupil within a year group. This is systematically monitored and reported through the anti-bullying records which involve follow up reviews at four week intervals.

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 DoY
- 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:

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- NQT training includes Anti Bullying
- Non-teaching staff are given the opportunity to attend training on techniques for Behaviour
- Management including 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

ANTI-BULLYING STRATEGIES: ADVICE TO STAFF

As teachers we are managers of our classrooms. 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

- Arriving at lessons promptly to avoid 'corridor bullying'
- Avoid leaving any group 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

Support Staff Strategies

- Encourage all pupils to follow the school rules
- Talk to pupils who appear to be being subjected to bullying
- Inform the DoY of any suspicions of or actual incidents of bullying by recording on SIMS and emailing /discussing further details

DoY and SLT Procedures

- If appropriate, seek medical assistance for the victim
- Deal with the incident as soon as possible
- Interview the bully / bullies – record the incident
- Interview the bullied – record the incident

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- 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:
 - Counselling of both parties (sometimes both agree to talk it out with you)
 - Punishment
 - Recompense.
 - Contact with parents
 - Contact with Governors
 - Contact with other outside agencies
 - Monitor the situation, i.e.
 - Allocate the victim / bully 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 bullied / bullies’ parents, if appropriate
 - Counselling for bully / bullies
 - Refer the victim / bully for further support from external agencies
 - If patterns of bullying are identified representatives of marginalised groups are consulted and action plan(s) drawn up

Student/Pupil Actions

- Always report any bullying you are aware of.

Links to other policies: Behaviour Policy, Exclusions Policy

Staff Responsible	PDE		
Date approved by GB:	25/04/2019	Review Date	April 2020