



The Telford Park School
Ensuring Excellence

Anti-Bullying Policy

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Anti-Bullying Policy

Policy Name:	Anti-Bullying Policy
Headteacher:	Mrs H Rigby
School Standards Committee:	Mr S Mirza
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Contents

1. Aims.....	3
2. Definition.....	3
3. Bullying outside school premises.....	4
4. Reporting Procedures.....	4
5. Reporting – Roles & Responsibilities.....	6
6. Responding to bullying.....	6
7. Bullying outside of school.....	7
8. Derogatory Language.....	7
9. Prejudice-Based Incidents.....	7
10. Prevention.....	7
11. Sample Artificial Intelligence (AI) Clause	8

Anti-Bullying Policy

1. Aims

At The Telford Park School every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect.

The aim of The Telford Park School Anti-Bullying policy is to prevent bullying of any sort and to ensure that everyone can operate in a supportive, caring, and safe environment without fear of being bullied. Bullying of any kind is unacceptable.

All members of the community, including teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is and be familiar with the school policy on bullying: therefore, the aim of the policy is to help members of the school community to deal with bullying when it occurs and, even more importantly, to prevent it.

Bullying is an anti-social behaviour which affects everyone; it is unacceptable, and it will not be tolerated. Everyone in the community has a responsibility to report any incident of bullying, harassment or discrimination that comes to their attention and these reports will always be taken seriously.

Policy Objectives:

- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate, and consistent way.
- To safeguard the pupil who has experienced bullying and to trigger sources of support.

To apply disciplinary sanctions to the pupil causing the bullying and ensure they learn from the experience, possibly through multi-agency support.

2. Definition

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, and over a period of time
- Difficult to defend against
- The person or group who are carrying out the bullying behaviours have more power than the victim or victims of bullying

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Attacking property	Damaging, hiding or stealing someone's possessions
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence

Racial and Homophobic	Racial and homophobic/biphobic/transphobic taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling. Sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Bullying can therefore constitute any of the above activities within the context of the definition provided. Bullying can happen to anyone, and this policy is inclusive of the bullying of school staff, whether by pupils, parents, or other staff. (Members of the school workforce suffering from or concerned about bullying may also contact their trade union or professional association for support and advice).

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture
- Social class or socio-economic background
- Gender (sexist bullying)
- Sexual orientation (homophobic/biphobic bullying)
- Trans identity, including non-binary identity (transphobic bullying)
- Special educational needs, additional learning needs, additional support needs or disability
- Appearance
- Related to home or other personal situation
- Related to another vulnerable group of people for example young carers

Bullying can seriously damage a person’s confidence and sense of self-worth, and they will often feel that they are at fault in some way. Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence in work patterns, lacking concentration or truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered a possibility and should be investigated.

3. Bullying outside school premises

Headteachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils’ conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in the town centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The Headteacher should also consider whether it is appropriate to notify the police or community support officers.

4. Reporting Procedures

FOR PUPILS

What Should You Do If Bullying Is Taking Place?

If you are being bullied or you know of someone else being bullied – **TELL SOMEONE**. Don't blame yourself for what has happened. The incident will be taken seriously and dealt with as quickly as possible by the member of staff who has been approached.

Remember:

- Tell your parents and in school tell your form tutor or any other adult you trust.
- If it is urgent **TELL** the nearest adult. If they do not listen **TELL SOMEONE ELSE. DON'T GIVE UP. IF YOU DON'T TELL, THINGS COULD GET WORSE.**
- Walk away from any dangerous situation and **GET HELP**.
- You can also report bullying via this electronic form: [Telford Park School - Report Bullying](#) which will send an urgent message to key staff.
- Toot toot is a pupil friendly app which gives our students the opportunity to raise bullying or safeguarding concerns with pastoral or safeguarding leaders in school. The app can be used at any time. Staff will respond to Toot Toot referrals within 24hours.
- Call ChildLine to speak with someone in confidence on 0800 1111.

As well as telling, you can help stop bullying by:-

- Being friendly towards people you know are being bullied, including them in your discussions, break-times and lunchtimes.
- Not laughing when someone is being bullied.
- Saying out loud that you don't like what is going on.
- Not joining in.
- Letting an adult know if you see someone else being bullied.

FOR FAMILIES

Things to look out for in victims of bullying:

- Regularly feeling sick or unwell in the mornings.
- Reluctance to make the journey to and from school.
- Money or possessions going missing.
- Clothes or school bag torn.
- Wanting extra pocket money for no particular reason.
- Unexplained cuts and bruises.
- Taking different routes to school.
- Unexplained behaviour changes, e.g. moody, bad tempered, tearful.
- Unhappiness.
- Nightmares.
- Not wanting to leave the house.
- Reluctance to talk openly about school friends and playtimes.

WHAT YOU SHOULD DO IF YOU THINK YOUR CHILD IS BEING BULLIED

- Calmly talk with your child about his/her experience.
- Make a note of what your child says – particularly who was said to be involved; how often the bullying has occurred, where it happened and what has happened.
- Reassure your child that he/she has done the right thing in telling you about the bullying and that there is nothing wrong with him/her.
- Encourage your child to report any incidents of bullying to a teacher immediately.
- Make an appointment to see your child's Head of Year even if your child is reluctant that you do so.
- You can also report bullying via this electronic form: [Telford Park School - Report Bullying](#) which will send an urgent message to key staff.

WE CAN ONLY DO SOMETHING IF WE KNOW THERE IS A PROBLEM

- Explain to the teacher the problems your child is experiencing.
- Do not encourage your child to hit back. It will only make matters worse. Such behaviour could be contrary to your child's nature.

5. Reporting – Roles & Responsibilities

Staff

All school staff, both teaching and non-teaching have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's efforts to prevent bullying. If staff are aware of bullying, they should reassure the students involved and inform a relevant member of the pastoral team. The following staff members are anti-bullying leads:

Year Group	Head of Year	Student Support Officer
7	Mrs Kerr	Miss Barton
8	Miss Hipkiss	Mrs Barton
9	Mr Dolphin	Mrs Watson
10	Mrs Perry	Mrs Bray
11	Mrs Phillips	Miss Marsh

Senior Leadership Team

The Senior Leadership Team and the Headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people. In addition to the designated anti-bullying leads, the Deputy Headteacher Pastoral, Mr Tryhorn, is the Senior Leader responsible for anti-bullying.

Parents and carers

Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness, or other unusual behaviour. Parents and carers should tell their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning 01952 387400 or emailing the school office

(info@telfordparkschool.co.uk) or reporting via the school website: [Telford Park School - Report Bullying](#)

Pupils:

Pupils should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If pupils witness bullying, they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult.

6. Responding to bullying

Staff suspecting an incident of bullying should:

- Reassure the young person that their concerns are being taken seriously and will be investigated.
- Contact the relevant head of year as soon as possible with details of the incident.
- Record the incident details on the school's electronic recording system as an 'Incident'.

Pastoral staff will investigate all reported incidents of bullying using the following procedure:

- Appropriate pupils will be interviewed by the relevant pastoral staff and statements taken.
- If the investigation confirms a bullying incident has taken place year staff will enter the bullying incident on the bullying tracker
- Appropriate sanctions will be used for the perpetrator/s which could include
 - Official warning to cease offending
 - Alteration to seating plans within teaching groups
 - Exclusion from certain areas of the school or certain activities
 - Detention

- Isolation
- Referral to external agencies e.g., Police
- Transfer of tutor group or teaching group
- Fixed term or permanent exclusion
- Parents of the victim and perpetrator will be notified immediately (where appropriate), and support will be given by the pupil support officer/pastoral team. The incident will be reviewed regularly with regular contact with the victim and parents (timing appropriate to individual situations).

Monitoring:

- Designated school staff will monitor incident reporting and information recorded analysing and evaluating the results
- Designated staff will produce half termly reports summarising the information, which will be reported to the school standards committee.

7. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of online bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school, and report and respond according to their responsibilities as outlined in this policy.

8. Derogatory language

Derogatory or offensive language is not acceptable. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on the bullying tracker. Follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

9. Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the Headteacher regularly reporting incidents to the schools standards committee. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

10. Prevention

As a school we take bullying seriously. We use a range of proactive strategies to prevent bullying. These include:

- Effective leadership including promotion of an anti-bullying ethos
- Our behaviour policy sets clear expectations about acceptable behaviour and how members of the school community should treat one another
- Use of curriculum, including tutor time and PSHE where issues of diversity are discussed, and anti-bullying messages are repeated and discussed
- Use of relevant opportunities to raise awareness of the negative consequences of bullying e.g., anti-bullying week
- Year group assemblies
- Pupil surveys and feedback
- Improved supervision of potential problem areas.
- Peer mentoring and buddy schemes
- Anti-bullying ambassadors

- Difference and diversity are celebrated across the school through diverse displays, books, and images. The whole school participates in events including Anti-bullying week, Black History Month and LGBTQ+ History Month
- Ongoing review of induction and staff professional development to ensure staff training reflects the policy and ethos and practice of the school
- Working with parents and carers, and in partnership with community organisations, to tackle bullying where appropriate

11. Sample Artificial Intelligence (AI) Clause

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 Telford Park 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 Telford Park School will treat any use of AI to bully pupils in line with this policy.

Links to other policies

This policy is linked to our:

- Behaviour Policy
- Child Protection and safeguarding Policy
- Exclusions Policy
- Parental Code of Conduct Policy
- Equality information and objectives statement
- Online Safety Policy

Useful Websites

www.childline.org.uk

www.bullying.co.uk

www.anti-bullyingalliance.org.uk

www.need2know.co.uk/beatbullying

www.diana-award.org.uk

All staff will be trained in this policy regularly.

Monitoring arrangements

This policy will be reviewed every year by the Deputy Headteacher Pastoral. At every review, it will be approved by the schools standards committee.