



# ANTI-BULLYING POLICY

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## First Principles

Outstanding behaviour is essential for outstanding teaching and learning. It enables everyone to feel safe and happy. Together we strive to create a harmonious environment where everyone is treated fairly and consistently.

Students must learn to conduct themselves in a courteous, cooperative and respectful manner. The intention of our behaviour curriculum is to ensure there is a consistent understanding of how we behave at Tapton. We have high expectations of all our students because we want the best for everyone. We do not serve our school, our community or wider society by lowering our expectations.

Teachers have the right to teach, and students have the right to learn without disruption. Outstanding discipline and conduct need to be the priority of all members of the school community. We work hard to promote positive behaviour, rewarding students where appropriate and acting decisively when students struggle to meet our high expectations. Our ultimate goal is to prepare students for future independence and responsibility enabling them to contribute positively to society.

The Behaviour Policy and Anti-Bullying Policy have been written to support every member of the school community and is supported by our Home School Agreement and Student Code of Conduct. In order to achieve our vision of valuing everyone, caring for each other and achieving excellence students must adhere to the following principles:

## Tapton Seven

1. We are responsible for the world around us
2. We are kind
3. We work hard
4. We follow the rules
5. We are responsible for our learning journey
6. We make the most of the resources available to us
7. We believe we are all capable of excellence

## Our Values

### Valuing Everyone

- We are an inclusive school and we celebrate our differences, knowing that our strength lies in our diversity
- We believe in equality
- We all have a voice and a responsibility to listen to others

### Caring for Each Other

- We are a kind and caring community that recognises that everyone has a mental health and wellbeing.
- We want our school to be a happy, safe place.
- We therefore think before we act and practice empathy.

### Achieving Excellence

- We have high expectations of ourselves and others.
- We know that we are all learners with the capacity to develop and improve.
- We believe in progress not perfection.
- We take pride in all our achievements in all aspects of school life.
- We care about destinations and lifelong learning

Bullying as defined in our policy includes behaviours which are profoundly anti-social, divisive and have an impact on mental health. **These behaviours will not be tolerated by Tapton School.** Tapton is a place where every person has the right to be themselves and to be part of a safe and happy environment. We believe that everyone in our school is equal and should be treated with respect. Harassment and bullying of any kind are unacceptable behaviours and will not be tolerated.

### What is Bullying?

Tapton School has an ethos in which we care and value each other and achieve excellence. We teach students to treat each other with respect and decency. We also teach students to understand how their actions can impact upon others and we therefore expect them to moderate their behaviour accordingly. At Tapton School we do not accept bullying in any form. Our Behaviour Policy outlines our expectations on student's behaviour, our actions and sanctions.

We understand that human relationships are complex and appreciate that for young people friendships can ebb and flow. Nevertheless, we make a distinction between the natural end of friendships where children develop as individuals and bullying behaviours. Tapton believes that bullying behaviours must not be tolerated or passed off as "banter", "just having a laugh" or "part of growing up". Bullying directly impacts on the emotional wellbeing of students and we will ensure that any reports of bullying are dealt with in accordance with our policy. In cases of bullying there is often an imbalance of power leading to a perpetrator/victim dynamic. Bullying can be repeated actions intended to cause harm, however, at Tapton we acknowledge it could also include one-off significant incidents. Bullying as defined above includes behaviours such as but not only:

- Physical bullying: e.g. pushing, kicking, hitting
- Sexual remarks, assault, jokes, harassment, 'up-skirting'
- Making people do things they don't want to
- Stopping people doing things they want to do
- Damaging and/or taking someone's belongings
- Verbal bullying: name-calling, sarcasm, teasing
- Saying or writing nasty things
- Starting and/or continuing to share rumours
- Blackmail or threats
- Showing upsetting material e.g. pornography
- Indirect bullying: e.g. social exclusion.

### Different Forms of Bullying

#### Emotional

- Any actions that impact on the emotional wellbeing of another person
- Deliberately causing harm or offence to another person or group of people by using unkind language, teasing, name calling, taunting and making negative personal comments.
- Excluding individuals from conversations, activities or groups, ridiculing or causing humiliation – either face to face, through spreading rumours or inappropriate use of technology.
- Antagonising others by taking their possessions, by doing actions such as but not limited to: hiding books and equipment threatening gestures, using social media to provoke a reaction.

Physical Any form of actual physical violence or threat of violence including intimidation, for example: • Hitting including any variation of kicking, slapping, punching, pushing or using an object to have the same effect. • Theft of property or possessions. • Intentionally causing damage to property or possessions. Harmful sexual behaviour This includes any unwanted physically contact or sexually abusive comments for example: • Using sexually explicit words and phrases. • Inappropriate touching. • Using sexual threats or violence.

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### Harmful sexual behaviour

This includes any unwanted physically contact or sexually abusive comments for example:

- Using sexually explicit words and phrases.
- Inappropriate touching.
- Using sexual threats or violence.
- Forced or exploitative sexual activity.
- Sexual harassment.

### Online bullying and Inappropriate use of social media

More commonly known as 'cyber bullying' – which is the misuse of technologies or communications to cause harm, injury or offense. For example:

- Mobile threats by messaging and calls.
- Misuse of associated technology i.e. cameras and video facilities, games consoles.
- Students who engage in 'group chats' which are created to target an individual with the intention of been unkind or to cause offence.
- Sharing of inappropriate material online – including material that is racist, homophobic, sexist, includes extremist content or discriminatory language against people with special needs and disabilities.
- Sharing inappropriate material of a sexual content (including sexting).
- Using social media to humiliate, harass, intimidate, make threats or cause offence or anxiety to another student.
- Deliberate exclusion.

### Guidance for Students, Parents and Carers

The causes of bullying, sometimes referred to as child on child abuse, are complex. They can occur due to a myriad of reasons. Whilst bullying may not be a specific crime, some forms of harassment, threatening behaviour and communications are. If an incident, such as receiving a threatening message, occurs out of school hours and parents and carers believe that an offence may have been committed, we advise they seek assistance from the police.

If incidences of bullying appear in Tapton School, they will be dealt with through our behaviour policy, however, parents and carers may also wish to report these incidents to the police.

If you suspect your child is being bullied in school please report your concern to the Year Group mailbox immediately so that we can begin our investigations. We encourage students who feel that they are being bullied to report this to a member of staff immediately. Staff will be vigilant but we are not able to deal with situations that we do not know about.

## Prevention

Preventing bullying behaviours can be possible through a range of proactive measures. We look for every opportunity to prevent bullying type behaviours from happening. Some of the actions the school takes to prevent bullying include:

- The issue of bullying is included in the curriculum and classwork e.g. Drama and English
- Bullying is addressed through the Personal Development programme in all Key Stages
- Form Time and Assembly programmes reinforce British Values and the ethos of the school.
- Anti-bullying week is dedicated to raising awareness of bullying and reminding staff and students of their responsibilities to report it.
- Students are not permitted to use their mobile phones around the school. This is partly to prevent cyber bullying.
- Duty points have been carefully considered to ensure there are no 'dead spaces' where bullying can take place undisturbed.
- Seating plans in lessons are carefully considered using any relevant information about the relationships between specific pupils.
- External speakers raise awareness of issues such as racism and homophobia.
- Posters around the school emphasise the importance of diversity in the school community.
- Working with the wider community such as the police/children's services where bullying is particularly serious or persistent to send a strong message that bullying is unacceptable within our school.

## Sanctions and Interventions

Certain behaviours, such as bullying, will always be deemed unacceptable and will always incur a serious sanction. This applies throughout the school day, including break or lunch times, during travel to and from school and at any time on school trips. Whilst school cannot put in sanctions for incidents that take place outside of school hours we urge families to contact the police if they believe an offence has taken place. School is duty bound to share information with the police when they are investigating incidents reported to them and we would not routinely share our dialogue with the police with families.

Reports of bullying will always be taken seriously. The following list provides examples of sanctions school will employ if we ascertain there has been an incident of bullying:

- Engagement with the student to reinforce the message that their behaviour is in breach of our values.
- Loss of break/lunchtime privileges.
- Cause for Concern or On Call
- Detention: break, lunch or after school.
- Parents and carers contacted and where appropriate invited into school for a formal meeting.
- Students placed on report.
- Agreement for future conduct drafted and signed by all involved.
- Timetable adjustments.
- Seating plan changes
- Off Site Direction
- Removal from school teams, trips or out of school activities.
- Suspension and/or permanent exclusion.

Please see our [Behaviour Policy](#) for more information