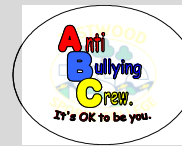


Testwood School Anti-Bullying Policy



Key Responsibility area:	Dermot Murphy
Last Review:	February 2017
Next Review:	February 2018

*Appendices follow on from policy

A) Introduction

Bullying is any unacceptable behaviour which 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.

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.

B) Purpose

This policy aims to provide a clear statement to staff, parents 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.

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 Governing Body and which will be reviewed annually.

D) Rationale

Testwood School aims to:

- 1) create and maintain a safe environment for students, so that parents may send their children to 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 the 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 1) attached for how this will be achieved.

This policy was approved by the Governing Body and will be reviewed annually.

Date policy agreed: 08.02.17

Date of Review: February 2018

Signed:

Chair of Committee

Signed:

Chair of Governors

A handwritten signature in black ink, appearing to read 'J. M. B. B. B.', written in a cursive style.

Annex 1

A) Working practices:

Expectations required of those with responsibilities to support this policy:

Students will be encouraged to:

- 1) make their tutor aware of any bullying incidents which take place whether to themselves or others
- 2) inform class teachers if bullying is known to be taking place in lessons
- 3) record incidents on the Referral Forms
- 4) make an appointment to see a Peer Mentor
- 5) write statements where necessary so that further action may be taken

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

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 Progress Leader, where repeated incidents are causing particular 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 (diary/telephone) if their child has been referred or is suffering from bullying
- 4) liaise with the Progress Leader
- 5) pass on recorded incidents to Progress Leaders so that incidents may be logged

D) Progress 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 where situations warrant this and if particular students are a persistent problem

E) The senior leadership team will:

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

F) Governors 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 are encouraged to:

- 1) inform tutors if they suspect their child is being bullied
- 2) contact the national bullying line for support and advice
- 3) inform the police if bullying is taking place outside of school

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