



**THAMESVIEW SCHOOL**

**Thong Lane, Gravesend,  
Kent DA12 4LF**

**Anti-Bullying Policy**

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## ANTI-BULLYING POLICY

### THAMESVIEW SCHOOL

#### STATEMENT OF INTENT

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that **anyone** who knows that bullying is happening is expected to tell the staff.

#### WHAT IS BULLYING?

In the 2011 Preventing and Tackling Bullying document, the Department for Education defines bullying as:

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.”

This definition encompasses the facts that bullying is intentional, causes harm and is usually repeated over a period of time

Bullying can include:

- Exclusion from groups
- Spreading hurtful rumours
- Offensive graffiti
- Offensive comments
- Name calling
- Hitting
- Threatening text messages or electronic messages (including through web-sites, Social networking sites and instant messenger). This type of bullying is referred to as cyber bullying
- Kicking

**It is important to recognise that the list above is not exhaustive and also that the inappropriate behaviour listed above is not always bullying** and is not always unprovoked. Bullying is on a continuum of behaviour and it is recognised that it is often more complex than a straightforward victim-perpetrator behaviour pattern.

#### WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

Bullying, whether physical or non-physical, may lead to lasting psychological damage.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

#### OBJECTIVES OF THIS POLICY

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **SIGNS AND SYMPTOMS**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- does not want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **THE KEY PRIORITIES OF THIS POLICY ARE**

- that children and young people are protected from harm
- that they achieve their full potential in education
- that they have a happy and stimulating childhood
- that they grow up healthily, physically and mentally
- that they feel good about themselves and respect others
- that they develop the essential personal and social skills to help them throughout life
- that they become active citizens and participate in society

## **PROCEDURES**

1. Students should report bullying incidents to a staff member, their parents/carers or a friend who can then inform the school; or log the incident on the School Website (See Appendix 1).
2. We have a TAB link on our website for students to report incidents of bullying. This is monitored by each Welfare Support Manager and the Lead for Behaviour on a regular basis (See Appendix 1).
3. All reported incidents of bullying (no matter how minor) will be brought to the attention of the Lead for Behaviour. The incident will be discussed with the Head of Year to ascertain how serious the report is.
4. In cases of serious bullying, students will be placed either into the Isolation Room or Excluded in the Exclusion Room and the incidents will be recorded by Welfare Support Managers on the Kent County Council Website and with the Lead for Behaviour, who will keep regular records of incidents.
5. Any incident sanctioned as bullying will result in a parental/carer meeting and an Anti-Bullying Contract being set up. (See Appendix 2).
6. If necessary and appropriate, police will be consulted.
7. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
8. An attempt will be made to help the bully (bullies) change their behaviour through the use of restorative justice strategies.

## **OUTCOMES**

1. The bully (bullies) may be asked to genuinely apologise. Other consequences will follow if apologies are not given.
2. A range of strategies will be considered according to the particular incident investigated. As a general rule the victim will be involved in decisions about strategies used for a particular incident.
3. In serious cases, fixed term exclusion or even permanent exclusion will be considered.
4. If possible, the students will be reconciled through restorative justice.
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## **EXPECTATIONS OF SCHOOLS AND SCHOOL STAFF, PARENTS AND CARERS AND CHILDREN AND YOUNG PEOPLE**

### **Schools and School Staff**

- Schools and teachers should all take bullying seriously and no school should believe that bullying does not happen in their school.
- Kent Safeguarding Children Board expects schools to take all possible steps to ensure children and young people are safe at school. All reports of bullying must be taken seriously and responded to effectively.

- Schools should develop a whole-school ethos that values kindness and inclusivity, with all staff and volunteers modelling supportive behaviour.
- Schools should consult with students about their expectations of bullying in order to identify any particular areas of concern and take action to address these concerns and involving students in developing preventative approaches and responses to bullying.
- Schools must have an Anti-Bullying Policy, which should be drawn up through a whole-school approach and clearly outlines the steps the school will take to prevent and respond to bullying. The policy will also outline how parents and carers will be able to take forward their concerns.
- Schools should seek to ensure training is available for all staff in order to ensure all staff are equipped to prevent and tackle bullying. This should include non-teaching staff.
- Schools are also encouraged to implement restorative justice approaches when responding to bullying to achieve long-term behaviour change.
- Schools should ensure that information is provided in schools about external assistance and counsellors (i.e. Childline).

### **Parents and Carers**

- Parents and carers are expected to encourage their children to respect others, to value education, to contribute to the wider community, to be law abiding, to have strong moral values and to treat others with kindness.
- Parents and carers are expected to work co-operatively with schools and all children's services to ensure children are safe, happy and fulfil their potential.
- Parents should be alert to signs of bullying, especially between primary and secondary transition. They should also be aware and be responsive to cyber-bullying which can take place 24/7, in any location and can occur on a vast and rapid scale.
- Parents need to take responsibility for their own children's actions and also model good behaviour.
- Parents should listen carefully and encourage talking at home, self-esteem and for their children to have a broad range of friends.
- Parents should be familiar with the Anti-bullying policy in their child's school.

### **Children and Young People**

- Kent Safeguarding Children Board expects parents to fulfil their responsibilities. Children and young people should not bully others and should be mindful of behaviour that may be perceived as hurtful.
- Children and young people should not treat someone badly or ignore somebody because they are different.
- Children and young people should tell someone if they witness bullying behaviour.
- Children and young people should refuse to join in, condone, encourage or stand by and watch the bullying behaviour of others.
- Children and young people should work with their school, their parents/carers and other professionals to ensure that bullying is prevented and that it is stopped when it does happen.

### **PREVENTION**

As and when appropriate, these may include:

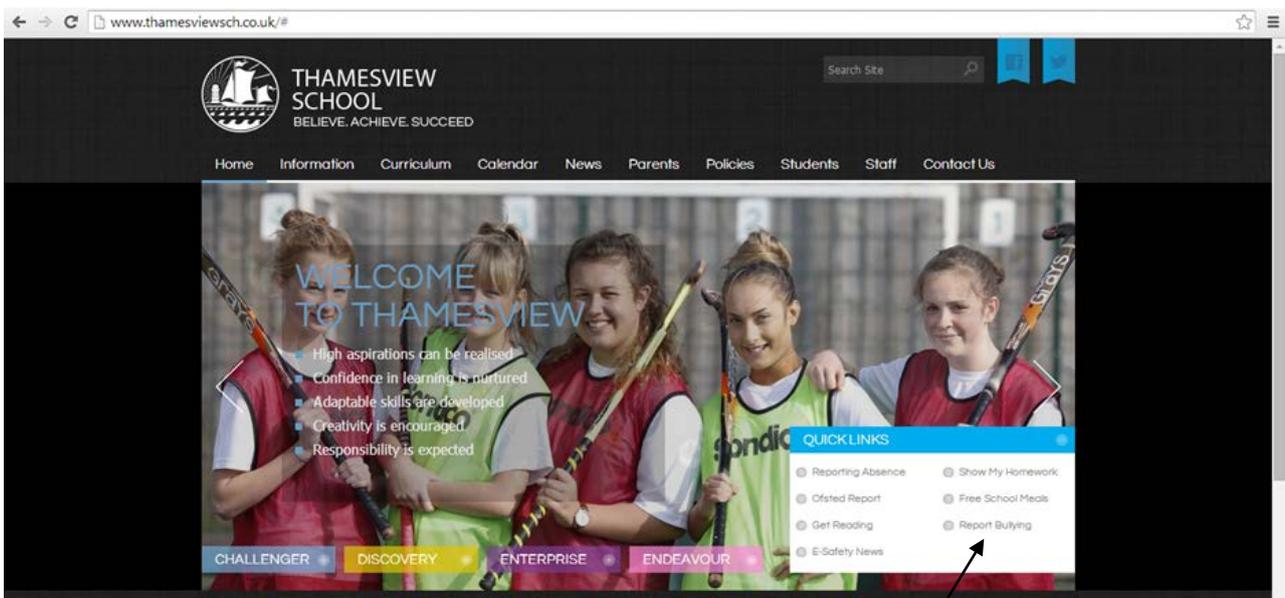
- developing the school code for the rights and responsibilities of the individual
- signing an Anti-Bullying Contract or a behaviour contract, such as Support Programmes

- addressing as part of whole school assemblies
- having discussions about bullying and why it matters in PSHE events
- regular student council contribution to the process of anti-bullying
- promotion of anti-bullying week
- website link on student desktops
- parents informed of school anti-bullying policy in newsletter
- Anti-Bullying posters

### **HELP ORGANISATIONS:**

Advisory Centre for Education (ACE)	0300 0115 142
Children's Legal Centre	0300 330 5485
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	020 7730 3300
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

### **APPENDIX 1 – To show school website 'tab' for reporting bullying incidents:**



**APPENDIX 2 – Example of Thamesview Against Bullying Contract****Thamesview Against Bullying Contract**

This contract serves to prove a student's knowledge about the definition of and consequences for bullying, and to inform parents of school policy regarding aggressive and inappropriate behaviour among students.

By signing this contract, {Student's Name} understands that:

- Bullying can be physical, verbal, or emotional
- Bullying consists of, but is not limited to: name-calling, violence, theft, rumours, exclusion, threats, intimidation, put-downs and pranks
- Instigating others to take part in bullying actions on your behalf is unacceptable
- Students should all be treated with courtesy and equality regardless of age, gender, race, religion, orientation, size, disability, intelligence, athletic ability or popularity
- Bullying on Facebook, Blackberry Messenger or any other social network including writing unpleasant comments about someone to other people is unacceptable

{Student's Name} pledges to uphold the following rules:

- To abide by the school's policy concerning bullying and harassment
- To report incidents of bullying to a trusted teacher or staff member
- To stand up for victims of bullying
- To encourage others to treat all students with respect and courtesy
- To help make the school a place where everyone feels safe, heard and respected

{Student's Name} understands that any further incidents of bullying may result in the following consequences:

- Loss of social time and after school time through detentions
- Exclusions from school and inclusion room
- Community pastoral support plan being put in place
- Managed move to a new school

\_\_\_\_\_  
(Child's Signature)

\_\_\_\_\_  
(Parent's Signature)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Parent's Signature)

**ANTI-BULLYING POLICY**

This policy was agreed and adopted at a Governors' Meeting held on

\_\_\_\_\_ (date)

Signed: \_\_\_\_\_ (Governor)

Signed: \_\_\_\_\_ (Headteacher)

The policy will be formally reviewed in \_\_\_\_\_ (date)