



The Thriftwood School

Specialising in Business & Enterprise

Anti-Bullying Policy



**Care Guidance and Support Policies
Reviewed Annually by the Governing Body**



KEY CONTACTS

ANTI-BULLYING CO-ORDINATOR SCHOOL	
NAME:	Georgina Pryke, Headteacher
CONTACT NUMBER:	01245 266880
ANTI-BULLYING CO-ORDINATOR COLLEGE	
NAME:	Liz Smart, Headteacher
CONTACT NUMBER:	01246 262779
DEPUTY DESIGNATED ANTI-BULLYING CO-ORDINATOR	
NAME:	Janine Cavey, Home School Liaison Manager
CONTACT NUMBER:	01245 266880 / 262779
NOMINATED GOVERNOR FOR ANTI-BULLYING	
NAME:	Ann-Marie Briggs

KEY CONTACTS WITHIN THE LOCAL AUTHORITY

The EDUCATION SAFEGUARDING SERVICE is able to provide advice and consultancy.
CONTACT NUMBER: 033301 31078
E-MAIL: jo.barclay@essex.gov.uk

REFERRAL TO SOCIAL CARE SERVICES
Where schools have URGENT and IMMEDIATE concerns for the safety and welfare of a child or young person during office hours telephone <u>0345 603 7627</u>
To make URGENT referrals OUT OF OFFICE HOURS telephone <u>0345 606 1212</u>

January 2017



PHILOSOPHY

Thriftwood aims to develop an ethos that supports achievement, creates a balanced broadly based curriculum which is responsive to individual needs and gives students opportunities to experience continuity and success, to feel good about themselves and achieve their full potential.

Through our linked policies of: Promoting Behaviour for Learning, Equal Opportunities, Anti-Bullying and Child Protection, we aim to create a safe, supporting and open environment for both staff and pupils which facilitates the development of our whole academy ethos.

We are committed to providing a happy and secure school and college where issues of bullying are dealt with in a consistent and effective manner. Bullying as a principle is not acceptable in our community and students will be encouraged to report and talk about any incidents that occur. Incidents will be managed in line with our Behaviour for Learning Policy. The Use of the Internet and Social Media and potential issues about Cyber bullying will be managed in line with our Acceptable Use of ICT policy. All students will be aware that:

January 2017



THRIFTWOOD IS A TELLING SCHOOL

What is Bullying?

There are many definitions of bullying, but most have these three things in common:

- It is deliberately hurtful behaviour
- It is repeated over a period of time
- It is difficult for those being bullied to defend themselves

Types of bullying can be summarised as:

- Physical:** pushing, kicking, pinching, physical intimidation and any other use of violence.
- Verbal:** name calling, sarcasm, spreading rumours, teasing.
- Emotional:** excluding, tormenting, being unfriendly, racial/gender taunts, gestures, graffiti.
- Sexual:** unwanted physical contact, abusive comments, sexual pressure.
- Cyber:** unwanted messages, contact via internet sources, mobile phones, tablets and other gaming devices.



AIMS

- To ensure that all staff, governors, pupils, parents/carers understand the nature of bullying issues and implement the principles of this policy.
- To develop an ethos of ‘telling’ when incidents occur.
- To continue to implement the procedures for incident management as outlined in the Behaviour for Learning Policy.
- To continue to tackle bullying issues via the curriculum.

EDUCATING THE STUDENTS ABOUT BULLYING

This policy will be made clear to students in their PSHE lessons/circle time and will be reinforced through departmental and whole school assemblies

Through the curriculum students will be given opportunities to develop behaviours and attitudes that empower them to combat bullying behaviours eg:

- Making friends
- Social skills
- Play skills
- Assertiveness training
- Saying ‘no’
- Positive body language

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IDENTIFICATION OF POTENTIAL BULLYING SITUATIONS

All staff will be encouraged to anticipate where there are risk areas for bullying incidents, key places such as corridors, toilets, dinner queues, playground areas, changing rooms, will be carefully monitored by staff at key times of the day such as lunchtimes, breaktimes and lesson change overs. Staff on duty at key times will check these areas regularly during the course of the break.

PROCEDURES

This policy is to run in conjunction with the Behaviour for Learning Policy. Incidents should be managed as usual with all copies of incident reports being given to the Headteacher. Incident sheets are monitored closely by the School and College Management Teams.

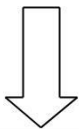
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MODEL PROCEDURE FOR BULLYING INCIDENTS

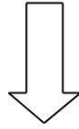
Identification of Incident and Participants

Assess nature of incident



Ordinary Incident

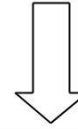
Fill in incident report as stated in the Behaviour Management Policy.



Bullying Incident

- Fill in incident report.
- Copy to class tutor/Team Leader
- Team Leader liaises with victim and bully(ies), support/sanctions given
- Concerns reported to Head of School / College
- Situation/trends monitored by SMT
- Follow up work/individual support will be provided if necessary
- A supervised conciliation meeting between victim and bully(ies) may be necessary if the bullying continues
- Serious incidents will be reported to parents by the Headteacher

Further sanctions such as: suspension of privileges, students being sent home, parental involvement, formal exclusion may be necessary if bullying behaviour continues.



Bullying Concerns

If there are any concerns regarding individuals that are not specifically incident related:

eg victims of group intimidation, systematic name calling, verbal abuse, the same procedure must be followed.

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