



# Thriftwood School & College

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## Anti-Bullying Policy

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September 2024



## Our Approach to Creating Safe Environment

Thriftwood aims to develop an ethos that supports achievement, creates a broad and balanced curriculum (which is responsive to individual needs and gives learners 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 learners 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 learners will be encouraged to report and talk about any incidents that occur. Incidents will be managed in line with our Promotion of 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 learners will be aware that:

### ‘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, abusive or discriminatory language / comments via internet sources, mobile phones, tablets and other gaming devices.

### Aims

- To ensure that all staff, executive committee members, learners, 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 Promoting Behaviour for Learning Policy.
- To continue to tackle bullying issues via the curriculum.



## Educating Learners about Bullying

This policy will be made clear to learners in their PSHCE lessons/ICT Lessons and will be reinforced through departmental and whole School/College assemblies

Through the curriculum learners will be given opportunities to develop behaviours and attitudes that empower them to combat bullying behaviours e.g.:

- **Making Friends**
- **Assertiveness Training**
- **Saying 'No'**
- **Positive Body Language**
- **Social Skills**
- **Play Skills**
- **Development of Resilience**

## Identification of Bullying Situations

All staff and learners 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 during the course of break or lunch times. Learners will know exactly where they are allowed to go during these times.

Each situation / incident will be investigated and considered taking into account the learners SEN needs and disabilities.

## Procedure

This policy is to run in conjunction with the **Promoting Behaviour for Learning Policy**. Incidents should be managed as usual with all reports put onto Arbor and given an appropriate 'tag' to denote incident type. Incidents are monitored closely by the School and College Leadership Teams.



## Procedure for Managing a Potential Bullying Situation

### Identification of Participants, Antecedents and Assessment of the Situation

#### Ordinary Incident

Report on Arbor in line with the Promoting Behaviour for Learning Policy and process via the Leadership Team.

#### Bullying Incident

Concerns reported to College / School Lead and pastoral teams. Situation/trends monitored by SLT.

Follow-up work/individual support will be provided if necessary.

A supervised reconciliation meeting between victims and bullies 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 given a fixed term suspension, where parents may be expected to come and collect their child, formal suspension in the longer term may be necessary in persistent cases.

#### Bullying Concerns

If there are concerns regarding individuals that are not specifically incident-related such as cyber-bullying, on-line victimisation, name-calling, verbal abuse, the same procedure will be followed.