ANTI-BULLYING POLICY & PROCEDURE

For Todmorden High School, A SHARE Academy

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Purpose

This policy has been developed and implemented in consultation with the whole academy community including pupils, parents/carers, staff, governors and partner agencies. It was written with reference to the Equality Act 2010 and is intended to be applied alongside use of other key academy policies, including, but not limited to, the Safeguarding and Child Protection Policy, Behaviour Policy and SEND Policy.

Todmorden High School promotes values which reject bullying behaviour and promote respectful, tolerant and inclusive interactions and communication. Tackling bullying matters.

Statement of Intent

Our core belief of "Valuing People, Supporting Personal Best" means we believe everybody has the right to feel safe and confident in our school community. We endeavour to provide a safe, secure, caring environment where everyone is valued and respected equally. Todmorden High School will promote tolerance, respect and understanding through the curriculum, personal development/PSHE lessons, behaviour curriculum, form time and through the assembly programme. When we have instances of bullying, they will be investigated and acted on robustly.

Todmorden High School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied.

As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents/carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations for behaviour and we consistently challenge anything that falls short of this. Anyone who knows or suspects that bullying is happening is expected to report this to a staff member.

Any child who is a victim of bullying will be supported in a sympathetic manner. Any reported concerns of bullying will be thoroughly investigated. Parents/carers of children involved will be informed of the outcomes of any investigations, and actions taken. These actions may include both consequence-based outcomes and education for those involved. Where required or requested, referrals for additional support from external agencies or internal support services may be requested.

What is bullying?

We recognise that children and young people are likely to experience conflict in their relationships with other children and young people. We therefore think it is important to equip pupils with the skills they need to recognise and manage these lower-level disputes. However, we also recognise there are cases where conflicts are imbalanced or persistent and will act decisively to resolve these problems.

At Todmorden High School, our definition of bullying is adopted from the Anti Bullying Alliance (anti-bullyingalliance.org.uk):

"***The repetitive and/or intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online***".

Schools in SHARE Multi-Academy Trust adopt and support this definition of bullying and believe that pupils can be at risk of bullying behaviours which can be physical and emotionally enacted by others.

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both shorter and longer-term impacts on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is known to directly impact on school performance and can lead to lower levels of school engagement and achievement both in primary and secondary schools. It can result in mental health concerns such as anxiety and depression, further impacting on pupil progress academically and personally.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- everybody has the right to be treated with respect.
- everybody has the right to feel happy and safe.
- no-one deserves to be a target of bullying.
- pupils identified as having perpetrated bullying behaviours will receive appropriate education to reduce the risk of this becoming a recurrent problem.

National research has shown that some groups of pupils are particularly vulnerable to bullying, these include pupils with SEND, children who are (or were previously) looked after, pupils from minority ethnic groups or faiths, young carers, LGBTQ pupils and those perceived to be LGBTQ.

Types of bullying behaviour

Bullying can take many forms, which may include:

- *Emotional* – being unfriendly, excluding, tormenting, threatening behaviour.
- *Verbal* – name calling, sarcasm, spreading rumours, teasing, use of derogatory language.
- *Physical* – pushing, kicking, hitting, punching or any use of violence.
- *Online (cyber-bullying)* – use of social media, messaging and calls. Misuse of associated technology e.g. photos and videos.
- *Racist* – racial taunts, graffiti, gestures.
- *Sexual* – unwanted physical contact, sexually abusive comments.
- *Homophobic or biphobic* – bullying because of sexuality or perceived sexuality.
- *Transphobic* – bullying because of gender identity or perceived gender identity.
- *Disability based* – inappropriate comments that are targeted at an individual due to their own specific additional needs.

Preventing bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole academy community and when there are incidents of bullying, we will work together to deal with the situation and to learn from what has happened.

In our academy we do this by:

- involving the academy community in developing the policy to ensure it is child/student friendly.
- using assemblies, the PSHE curriculum and personal development time to ensure that pupils understand the differences between relational conflict and bullying.
- building a positive ethos based on respecting and celebrating all types of difference in our academy.
- creating a safe and happy environment, encouraging positive relationships that have an impact on learning and achievement.
- having a positive ethos that all pupils, staff and parents/carers understand.
- curriculum activities which help to develop empathy, social skills and emotional understanding e.g. PSHE, Citizenship etc.
- securing the safety of the target of bullying and take actions to stop the bullying from happening again.
- engaging external agencies who may be able to support in educating and raising awareness of bullying concerns.
- thinking about any safeguarding concern and report concerns to appropriate staff members.

- providing assurances to children that concerns have been listened to and are acted upon.
- considering who else is involved and what roles they have taken.
- sending a clear message that bullying must stop.
- working with both parties to find solutions. Identify the most effective way of preventing recurrence and any consequences.
- reflecting and learning from bullying episodes – consider what needs to happen to prevent future bullying e.g. PSHE, training etc.
- raising awareness of online bullying through regular, age-appropriate online safety lessons.
- adopting a social model approach to bullying. Diversity is valued, celebrated and everyone is included in our school.
- focussed work with individuals and groups of pupils where required, to support understanding and development of social skills e.g. social skills groups, equality workshops and more.
- ensuring staff are trained and we have a range of activities at social times for pupils that promote positive interactions, having an awareness and focussing on those at greater risk of bullying (SEND, LGBTQ+ pupils etc).
- providing training to all staff around bullying, including specific guidance on those groups who are most likely to be bullied.
- ensuring there is constant monitoring and review of the developments in technology that could create avenues for bullying, e.g. social media sites, mobile technology, apps, AI etc.

Reporting bullying

Pupils are encouraged to adopt a culture of 'reach out, speak out', where they are confident to share their concerns. Todmorden High School's promise to pupils is that '*if you report it, we will sort it'*.

In our academy pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our academy understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- any trusted adult.
- their classroom teacher, form tutor, or learning manager.
- a member of the pastoral or senior leadership team.
- a designated safeguarding lead or one of their deputies.
- to an adult at home.

Pupils are also advised of a variety of ways in which they can report bullying:

- in person to a staff member.
- via an adult at home or other third party.
- by email to a trusted adult.
- via the student tab on the website Parents and Students – Todmorden High School

We teach pupils that it is important to talk to a trusted adult if bullying is taking place outside of our academy.

Parent/carers are also encouraged to report concerns of bullying to staff. This is generally to the learning manager for their child's year group but can also be shared with any staff member they have a positive relationship with and are comfortable reporting issues to.

When pupils report their concerns, our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Procedures for parents/carers

- If a parent/carer has any concerns about their child, they should speak to school .
- If a parent/carer feels unable to talk to the class teacher, they can make an appointment to speak with a learning manager. Where this has already been the case, a designated safeguarding lead or a deputy may become involved.
- The academy will work with both the child and adult at home to ensure that any bullying is stopped, and that support is given where needed.
- Parents/carers should not confront the bully or their parents/carers at home. This can complicate the situation and distress the pupil.
- The academy will deal directly with all children involved and their families at home directly. Parent/carers will be kept informed of any actions the school is taking.
- If parents/carers feel that their concern has not been dealt with appropriately, they should follow the Complaints Policy and Procedure.

All members of the academy community, including pupils, staff, parent/carers and governors, are expected to always treat everyone with dignity respect, both face-to-face contact and online.

Procedures for dealing with incidents

1. All reports / incidents are recorded on CPOMS.
2. Written statements are taken from all pupils involved.
3. All parties are made aware that we view any instance of bullying very seriously.
4. It is imperative that all parties are supported and given help, support and guidance.
5. Every effort is made to resolve the situation immediately. Where appropriate, we aim to resolve the issue restoratively. Pupils will be brought together to discuss the incident, including exploring the impact of the incident on the victim.
6. Following evidence gathered through their investigation, the member of staff dealing with the incident will judge the seriousness and next steps.
7. More serious incidents of bullying or persistent cases will necessitate the involvement of the school's safeguarding lead.
8. Sanctions are clear, consistent and appropriate to the seriousness of the incident and in accordance with our Behaviour Policy.
9. Appropriate support, education and guidance will be provided for both parties. This will follow the academy's graduated approach to bullying and in some cases will involve the involvement of external agencies such as the police.
10. A record will be kept of all bullying incidents.

11. Bullying is monitored so that no further incidents occur and if they do, they are dealt with swiftly.

Responding to bullying

We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school; we do this through pupil questionnaires, pupil surveys and pupil voice activity, as well as gathering views from parent/carers through similar surveys and opportunities to come into the building and meet with staff.

All staff are required to complete a detailed report of any issues referred to them (currently via our online reporting system, CPOMS), which will then be assigned to an appropriate staff member to be actioned. This should be completed as soon as possible and given to the designated safeguarding lead or a deputy, who will triage and allocate to the right staff to take action.

Bullying: A Charter of pupil rights

As a member of our school, you have the right:

- to live your life in peace and safety.
- to be an individual and be proud of being unique.
- not to be bullied.
- to say 'no' firmly to any behaviour you think is wrong.
- to protect yourself by ignoring others or by walking away.
- to be confident in reporting concerns to a trusted adult.
- to tell a member of staff if someone is making you feel unsafe and not expect reprisals from others for this.

Bullying: A Charter of pupil responsibilities

We expect you:

- not to put up with any form of bullying.
- to work with others to stop bullying.
- to inform a trusted adult of any form of bullying.
- not to be afraid of reporting incidents. If you do nothing, it might suggest that you are supporting the bullying.
- not to put up with bullies in your friendship group.
- not to make false accusations/allegations of bullying issues.

YOU MUST NOT SUFFER IN SILENCE

If you are being bullied or are a victim of hate incidents:

- try to stay calm and look as confident as you can.
- be firm and clear – look the perpetrator in the eye and tell them to stop.

- Do not retaliate physically or verbally in a negative manner.
- remove yourself from the situation as quickly as possible.
- tell a trusted adult what has happened straight away, using the guidance in the 'Reporting bullying' section of this policy.

Appendix A – External support

- If you need urgent assistance with regards to a hate crime call 101 or 999.
- If you find it difficult to talk to anyone in the academy or trust, or at home, ring ChildLine on Freephone 0800 1111, or email www.childline.org.uk. The phone call or email is free and it is a confidential helpline.
- Bullying support for young people and advice about positive mental health – YoungMinds Website: www.youngminds.org.uk. Telephone: 0808 802 5544
- Bullying support and advice, support and guidance about wellbeing, mental health, practical advice and other issues affecting young people – Website: www.getconnected.org.uk/Bullying Telephone: 0808 808 4994
- NSPCC - www.nspcc.org.uk /preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying.
- Think you Know – Advice and information about social networking, E-Safety and reporting online abuse – www.ceopeducation.co.uk
- LGBTQ, Lesbian, Gay, Bisexual, Transgender and Questioning advice about bullying www.diversityrolemodels.org www.stonewall.org.uk.
- Advice with regards to hate incidents and crimes www.stophateuk.org.

Local and national support/information

- The Calderdale Hate Crime Partnership website provides information on hate incident reporting, along with the partnership's hate crime strategy for the town. Additionally, the site includes details of the hate incident reporting centres, Crown Prosecution Service fact sheets and a diagram of the hate incident reporting process which illustrates what happens to hate incidents reports once they are received.
- Further information on hate crime nationally, including the prevalence of different types of crime, is available from the Home Office.
- National organisations, Stop Hate UK and True Vision, provide further information on hate crimes, including reporting, training and research.

Linked/related policies and guidance

- SHARE MAT Safeguarding and Child Protection Policy and Procedure
- SHARE MAT Online Safety Policy and Procedure
- SHARE MAT Behaviour Policy and Procedure
- SHARE MAT Attendance Policy and Procedure
- Keeping Children Safe in Education 2024
- Preventing and Tackling Bullying: Advice for headteachers, staff and governing bodies – July 2017