



# Anti-bullying Policy Including Cyber-Bullying

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**Review Date:** September 2024

Thornhill Community Academy promotes a safe learning environment where everyone feels able to enjoy and achieve and where success is recognised and rewarded. We aim to eliminate bullying so that all students are able to enjoy and achieve.

## PHILOSOPHY

We believe that Thornhill Community Academy should be a place where students, staff, families and other visitors are made to feel welcome and comfortable and where everyone is treated with respect in an atmosphere free from intimidation.

All young people have the right to be protected from harm, neglect and abuse and their wellbeing is of paramount importance. We aim to develop good relationships between all members of the academy and ensure good behaviour to enable learning and personal development in a climate of trust, safety and confidence.

Everyone has a responsibility for safeguarding and promoting the wellbeing of all students and all staff have a duty of care, to ensure our students are protected from harm.

## PRINCIPLES

Thornhill Community Academy will:

- Adopt a definition of bullying that is agreed and accepted across the school and local community
- Have a consistent approach to any bullying incidents that occur
- Raise awareness of bullying and promote positive relationships based on mutual respect
- Seek to involve all stakeholders in the implementation and monitoring of this policy
- Promote positive action to prevent bullying through SMSC, assemblies and other related activities.

- Provide support for all members of the school community that may be involved in dealing with an incident of bullying
- Provide appropriate training for both staff and students to support the implementation of this policy across the school.
- Ensure fair treatment of all, regardless of age, culture, disability, gender, religion or sexuality and encourage understanding and tolerance of different social, religious and cultural backgrounds.

## DEFINITION

Bullying is “a persistent, deliberate attempt to hurt or humiliate someone”

One off incidents, whilst they may be very serious and must always be dealt with, do not fall within the definition of bullying.

## TYPES

All types of bullying have 3 things in common:

- It is deliberately hurtful behaviour
- It is repeated over time
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

There are various forms of bullying which include:

- PHYSICAL – e.g. hitting, kicking, taking belongings
- VERBAL – e.g. name calling, insulting, racist remarks
- INDIRECT – e.g. spreading rumours, excluding individuals, family feuds brought in to school.
- CYBER – e.g. use of email, social media, mobile phones etc. to spread rumours and make malicious comments.

## INDICATORS

Warning signs to look out for in students who may be being bullied are:

- Appearing miserable
- Injuries
- Erratic attendance
- Loss of self confidence
- Underachievement academically and socially

Many of the outward signs of bullying can be the same as other indicators of abuse such as:

- Non accidental injuries (including self-harm)
- Low self-esteem, unhappiness, fear, distress or anxiety

## ROLES AND RESPONSIBILITIES

The Headteacher is ultimately responsible for the well-being of all students and staff. All staff, students, parents and governors should be made aware of the policy alongside awareness being raised of the issues associated with bullying.

The Deputy Headteacher with responsibility for student wellbeing has been designated to oversee the safeguarding and wellbeing of students. Their role includes the following:

- To liaise with the Headteacher on all matters regarding the safeguarding of students.
- To liaise with the police as necessary.

The Head of Year role includes the following:

- To ensure all staff are aware of the content of this policy and it's procedures are adhered to through regular training
- To liaise with appropriate staff to ensure the implementation of whole academy initiatives to highlight aspects of bullying, including National Anti-Bullying week
- To ensure the use of appropriate assemblies / thoughts for the day to highlight aspects of bullying
- To monitor all reports of incidents of bullying
- To monitor students involved in bullying and keeps parents/carers informed as necessary.
- Monitor the effectiveness of bully box / on line bullying reporting tool.
- Explore further ways to continue to support students by researching best practice in other secondary schools.
- The Head of Year is responsible for investigating the incident and gathering the facts, including taking statements from the bully, victim and any witnesses.
- The Head of Year will inform parents/carers of the incident, record the action on SIMS and impose the sanction in line with the BT system.

Academy Staff have the following responsibilities:

- Staff should be alert to any potential incident of bullying and intervene when instances are noticed.
- Minor incident of disagreement should be addressed by form tutors/ subject teachers and can be dealt with effectively using the BT system.
- Incidents that constitute bullying should be referred to the Head of Year via SIMS with as much information as possible.
- The sanction for first time bullying incident as stated on the BT system is detention. Considering the circumstances and history, further measures/sanctions may be applied, in consultation between Head of Year and Deputy Headteacher.

This may be:

- Internal Exclusion
- Restorative justice
- Referral to external agency / counseling
- Written apology
- Exclusion off site
- Parental meeting
- Continued monitoring through reports

Students have the following responsibilities:

- Ensure victims of bullying are not isolated from groups of friends
- Intervene when someone is being bullied.
- Inform a member of staff when someone is being bullied through bully box or online bullying link on college website
- Encourage victims to join in activities and groups
- Discuss and consider bullying issues in SMSC lessons & Drop Down Days.

## LINKS WITH OTHER POLICIES

This policy has been developed and evaluated with a view to safeguarding and promoting the wellbeing of all our students.

It links with the following policies:

- Behaviour Policy
- Physical Restraint policy
- Attendance & Punctuality Policy
- Recruitment & Selection Policy
- Community Cohesion Policy
- Internet Use Policy
- Staff ICT Acceptable Use Policy
- E-Safety Policy

## EVALUATION & MONITORING

This policy is a dynamic document and will be updated as new guidance is produced or, in response to research, review or other events that have not previously been covered in depth.

Monitoring of the policy will involve consideration of the following data:

- Reduction in number of bullying incidents
- Monitoring of individuals
- Positive feedback from parents, staff and students
- Tracking of incidents

## EQUALITY IMPACT AUDIT AND ACTION PLAN

Put X in the PLUS column to indicate if you judge that the policy has a positive impact on a group.

Put X in the neutral column to indicate if you judge that the policy has a neutral impact on a group.

Put X in the MINUS column to indicate if you judge that the policy has a negative impact on a group.

In making a judgement *due regard* has been paid to the requirement to:

- i. Eliminate unlawful discrimination, harassment and victimization
- ii. Advance equality of opportunity
- iii. Foster good relations

PROTECTED CHARACTERISTICS		PLUS	NEUTRAL	MINUS	ACTION
<b>1</b>	Age	x			
<b>2</b>	Disability	x			
<b>3</b>	Gender Reassignment	x			
<b>4</b>	Marriage and Civil Partnership	x			
<b>5</b>	Pregnancy and Maternity	x			
<b>6</b>	Race	x			
<b>7</b>	Religion or Belief	x			
<b>8</b>	Gender	x			

9	Sexual Orientation	x			
Other					