

TKC Anti-bullying Policy

Student Version March 2017

How do we encourage a no-bullying culture?

- PROUD values
- PSHE lessons and mornings
- Year 7 induction
- Lots of safe spaces and teacher duties
- Peer mediators
- Clear behaviour consequences

What counts as bullying?

- Repeated discriminatory racist, homophobic or in other ways prejudiced language or behaviour
- Repeated name calling
- Any repeated physical violence
- Repeated, deliberate intimidatory behaviour
- Deliberately turning people against someone else, including repeatedly talking behind backs
- Any of the above in school, out of school, through messages or on social media

How can we spot bullying?

- We may see people in corridors or playgrounds ganging up
- People may seem unusually withdrawn or left on their own
- People may not seem to enjoy what they used to
- People may not want to come to school
- There may be signs of people being physically hurt
- Social media activity
- We can spot it happening to ourselves, a friend, or someone we don't know

What are the consequences of not reporting bullying?

- Victims can refuse to come to school or feel they need to move school
- Victims' grades can go down
- Victims can suffer long-term with anxiety and depression
- It can damage victims' self-esteem permanently
- It can escalate until victims are seriously physically hurt
- It can even lead to self-harm and suicide
- It is illegal so bullies can be arrested
- Bullies are unable to form normal relationships when they grow up if they do not unlearn the behaviour

How do we report bullying?

- Online through the VLE
- Directly to the SRR
- To the peer mediators in room A21 each lunchtime
- To any other member of staff
- To parents, who can in turn contact school

What does the school do once bullying is reported?

- Investigate fully. Take statements from victims, alleged perpetrators, witnesses, teachers; look at evidence from CCTV, social media
- We will offer student-relation/counselling support for those involved who require it
- Peer mediation may be used if we do not consider it an incident of bullying- but feel a friendship has broken down
- Restorative Justice meetings may be used if we do not consider it an incident of bullying but do believe an individual has made poor choices which they need to fix
- If either of these approaches do not result in a resolution, it could escalate as below:
- D5s will be issued for anything we consider bullying.
- D5s involve external exclusions and meetings with parents to support future improved behaviour
- All reports are monitored and recorded. If the same people are involved in multiple incidents, it will be dealt with accordingly
- Anyone who receives more than 1 D5 for bullying will start an ISP/PSP report

