

# Toynbee School

## Anti-Bullying Policy for Parents



### Aims of this policy

This document outlines the aims of Toynbee School to enable its students to learn in a supportive and inclusive environment free from mistreatment or persecution. We aim to achieve this by:

1. Promoting the awareness of the diversity of our students
2. Promoting the development of respect to students and members of the community
3. Providing a central recording log of bullying incidents which can be referred to so an incident that may have escalated can be traced back directly to its origins
4. Making sure all members of staff feel confident in recognising the signs of bullying and what their role is in an incident.
5. Working together with our parents and carers to provide a united front.
6. Following Hampshire's guidelines on legal requirements regarding bullying.

### What is bullying?

Bullying is **persistent and deliberate** behaviour intended to hurt or humiliate an individual.

Bullying can be:

- Verbal or Physical
- Racial or Faith based
- Sexist
- Homophobic
- Cyberbullying
- Due to a disability

### Ways to spot if someone is being bullied

There are different signs to look out for, for example:

- Physical signs such as bruising, cuts and scratches
- Changes in personality such as mood swings and becoming withdrawn
- Becoming quiet or afraid to engage in class discussions/answer questions
- An increase in school absence

### What to do if your child approaches you about being bullied

- ★ Inform the relevant Guidance Manager, who will investigate the matter
- ★ If the bullying is Racist or Homophobic, it must be reported to Mr Longden or Mr Lawrence
- ★ All major cases of bullying will be recorded on a central bullying log. Any student involved in a bullying incident will have their parents informed and sanctions will be set as appropriate.

## The Role of the Anti-Bullying Coordinator

Every case of bullying is unique and the intervention for each might be different. Every child has the right to learn in a safe and inclusive environment. The Anti-Bullying Coordinator is responsible for maintaining the bullying log, and for anti-bullying week work.



## Cyberbullying

We will educate our students and parents to the best of our ability about what to do if abuse is posted online. In school it is our responsibility to ensure that mobile phones aren't used during lessons to post abuse, and that students are not filming/taking pictures that could be posted online.

As a school, we have the ability to seize and search a mobile device, if we have reason to believe that it is being used for bullying or abuse. Any incident of cyberbullying should be reported to the relevant Guidance Manager.

CEOP is an organization that can provide lots of advice and guidance on using the internet safely and information on how to report an incident. [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

## Working with Parents

We want to ensure that the school, students, and parents all work together against bullying. There is an anti-bullying policy made available to parents as well as a letter sent to year 7 parents.

## Anti Bullying Ambassadors

We have trained year 9 and 10 students who can support young people with friendship issues or reporting concerns. They are available to speak to in the nurture room on Monday, Wednesday, and Friday lunch times.

## Conclusion

There are relatively few bullying incidents at Toynbee, but any concerns should be reported and as a school we must work together with families to ensure that bullying is stopped. Our aim is to create a supportive and inclusive environment for students to learn in, free from mistreatment or abuse.