

Anti-Bullying Policy

Name of Unit/Premises/Centre/School	The Toynbee School
Date of Policy Issue/Review	
Name of Responsible Manager/Headteacher	Assistant Headteacher
Governors' Sub-Committee	Welfare & Guidance

1.0 Ethos and Policy Statement:

- 1.1 Toynbee School believes that every pupil has the right to feel safe and secure. We believe that pupils should be able to learn in a supportive, inclusive and safe environment, free from any form of bullying, mistreatment or persecution. Everyone in the school community has a shared responsibility for the safety and welfare of all pupils.
- 1.2 Bullying is considered the wilful and conscious desire to cause hurt or harm to another person. It may be physical, psychological, social or verbal in its nature. All forms of Bullying are unacceptable at Toynbee School
- 1.3 This policy is based on the following DFE Guidance and should also be read alongside the Toynbee School Behaviour Policy, Safeguarding Policy, Mental Health Policy and E-Safety Policy
 - 1.3.1 Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies - July 2017
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf
 - 1.3.2 Cyberbullying: Advice for Headteachers and School Staff
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf
 - 1.3.3 Keeping Children Safe in Education 2019
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/835733/Keeping_children_safe_in_education_2019.pdf

2.0 Principles:

- 2.1 The School will:
 - 2.1.1 create a positive, caring ethos where all people are accepted and recognised as individuals, regardless of age, status, race, gender, class, religion, culture, mental or physical ability or personal character (Article 2 of the UN CONVENTION on the Right of the Child).
 - 2.1.2 deal seriously and immediately with every known instance of bullying in a thorough, informed and positive way.
 - 2.1.3 provide appropriate Anti-Bullying education and training for pupils and staff.
 - 2.1.4 ensure all staff lead by example. Staff will model how people should be respectfully spoken to and how to engage with each other, demonstrating a clear intolerance towards bullying.
 - 2.1.5 encourage pupils to develop an intolerance towards bullying and become enlightened about bullying in all of its various forms.

3.0 Practice:

- 3.1 All cases of bullying reported to staff are taken seriously and dealt with promptly. Staff must refer all disclosures or known incidents of bullying to the Guidance Manager and Designated Safeguarding Leads (DSL) in the first instance.
- 3.2 Staff will:
 - 3.2.1 Give reassurance and appropriate support and help to the pupil harmed.
 - 3.2.2 Treat every reported incident seriously and deal with it promptly and in line with the Toynbee Behaviour Policy.
 - 3.2.3 Deal in an appropriate way with the aggressor, indicating that bullying will not be tolerated. Pupils who bully should be helped to understand why their actions intimidate or hurt others and to understand the consequences of their behaviour to their victims and to themselves.
 - 3.2.4 Where appropriate, involve the participants in seeking a solution, possibly (and if appropriate) involving staff leading a 'Restorative Meeting'.
 - 3.2.5 Ensure that any sanctions are fair, appropriate and proportionate and in line with the Toynbee Behaviour Policy
 - 3.2.6 Explain the sanctions and the likely course of action for continued behaviour of the same kind.
 - 3.2.7 Inform and work alongside Parents/Carers of all pupils to bring a successful resolution to the situation.
 - 3.2.8 Update the Central Bullying Log (held on SIMS) to track on-going incidents
- 3.3 In the first instance, bullying incidents will usually be dealt with by pastoral staff (Guidance Managers) and parents will always be informed. Where persistent bullying occurs, the Senior Leadership Team and appropriate External Agencies may become involved.
- 3.4 Guidance Managers and the PSHE Co-ordinator will have responsibility for educating pupils about the effects of Bullying and publicising the support networks available for pupils. The following methods of delivery will be used:
 - 3.4.1 Assemblies
 - 3.4.2 Registration Programmes
 - 3.4.3 Anti-Bullying Programme
 - 3.4.4 Training Anti-Bullying (Pupil) Ambassadors and Peer Mentors.
 - 3.4.5 Nurture Programme
 - 3.4.6 Transition Programme
 - 3.4.7 PDL Days
- 3.5 Pupils will be encouraged to have the confidence to speak to staff, parents, friends about any bullying concerns they may have. In addition, pupils will be able to speak with identifiable pupils (e.g Pupil Leadership Team, Prefects & Anti-Bullying Ambassadors) who will provide a 'Listening Service' for pupils who seek an alternative to reporting their fears to a member of staff. Finally, all Pupils are regularly reminded to report any concerns or worries to their Guidance Manager or the Designated Safeguarding Leads.

Appendices:

- Appendix A: The Toynbee School Anti-Bullying Policy: Guidance for Pupils
- Appendix B: The Toynbee School Anti-Bullying Policy: Guidance for Parents

Linked Policies:

- Behaviour & Exclusions Policy
- E-Safety Policy
- Mental Health Policy
- Safeguarding Policy

