



Thriftwood School & College

Anti-Bullying Policy

May 2022



Our Approach to Creating Safe Environment

Thriftwood aims to develop an ethos that supports achievement, creates a broad and balanced curriculum (which is responsive to individual needs and gives students opportunities to experience continuity and success), to feel good about themselves and achieve their full potential.

Through our linked policies of: Promoting Behaviour for Learning, Equal Opportunities, Anti-Bullying and Child Protection, we aim to create a safe, supporting and open environment for both staff and pupils which facilitates the development of our whole academy ethos.

We are committed to providing a happy and secure school and college where issues of bullying are dealt with in a consistent and effective manner. Bullying as a principle is not acceptable in our community and students will be encouraged to report and talk about any incidents that occur. Incidents will be managed in line with our Promotion of Behaviour for Learning Policy. The use of the internet and social media and potential issues about cyber bullying will be managed in line with our Acceptable Use of ICT policy. All students will be aware that:

‘THRIFTWOOD IS A TELLING SCHOOL’



What is Bullying?

There are many definitions of bullying, but most have these three things in common:

- **It is deliberately hurtful behaviour**
- **It is repeated over a period of time**
- **It is difficult for those being bullied to defend themselves**

Types of bullying can be summarised as:

- Physical:** pushing, kicking, pinching, physical intimidation and any other use of violence.
- Verbal:** name calling, sarcasm, spreading rumours, teasing.
- Emotional:** excluding, tormenting, being unfriendly, racial/gender taunts, gestures, graffiti.
- Sexual:** unwanted physical contact, abusive comments, sexual pressure.
- Cyber:** unwanted messages, abusive or discriminatory language / comments via internet sources, mobile phones, tablets and other gaming devices.



Aims

- To ensure that all staff, executive committee members, pupils, parents/carers understand the nature of bullying issues and implement the principles of this policy.
- To develop an ethos of 'telling' when incidents occur.
- To continue to implement the procedures for incident management as outlined in the Promoting of Behaviour for Learning Policy.
- To continue to tackle bullying issues via the curriculum.

Educating Pupils about Bullying

This policy will be made clear to students in their PSHCE lessons/circle time/ICT Lessons and will be reinforced through departmental and whole School/College assemblies

Through the curriculum students will be given opportunities to develop behaviours and attitudes that empower them to combat bullying behaviours e.g.:

- **Making Friends**
- **Assertiveness Training**
- **Saying 'No'**
- **Positive Body Language**
- **Social Skills**
- **Play Skills**
- **Development of Resilience**

Identification of Bullying Situations

All staff and students will be encouraged to anticipate where there are risk areas for bullying incidents, key places such as corridors, toilets, dinner queues, playground areas, changing rooms, will be carefully monitored by staff at key times of the day such as lunchtimes, breaktimes and lesson change overs. Staff on duty at key times will check these areas during the course of break or lunch times. Students will know exactly where they are allowed to go during these times.

Each situation / incident will be investigated and considered taking into account the pupils SEN needs and disabilities.



Procedure

This policy is to run in conjunction with the **Promoting of Behaviour for Learning Policy**. Incidents should be managed as usual with all copies of incident reports being given to the Headteacher. Incidents are monitored closely by the School and College Leadership Teams.

Procedure for Managing a Potential Bullying Situation



