



Timbertree Academy

The best in everyone™

Part of United Learning

Timbertree Academy

Anti- Bullying Policy

Policy Start Date	January 2023
Policy Review Date	January 2026

Rationale:

At Timbertree Academy, we believe that everyone has equal rights of freedom from all forms of harassment and firmly believe that bullying is unacceptable. We follow antidiscrimination law (from The Equality Act 2010), which means staff must act to prevent discrimination, harassment and victimisation within our school.

What is bullying?

- Bullying is “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)
- Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying can be a form of peer on peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children’s emotional development.

We recognise the importance of differentiating between children’s “off-the-cuff”, illconsidered remarks and behaviour, and that which is planned with the intent to hurt, threaten or frighten. Bullying is not when two equals occasionally argue because they disagree about some matter of mutual interest or concern, therefore we understand that many friendship problems cannot be classed as bullying. It is quite normal that children at primary school find that their efforts to form exclusive friendships are unsuccessful at times and they feel left out. This is not bullying.

At Timbertree, we always use S T O P to help us identify if it is bullying or not.

Several Times On Purpose

Links with other school policies and practices This policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy
- Safeguarding Policy
- Online and E-Safety Policy
- SEND Policy

Links to Legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Responsibilities It is the responsibility of:

- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- School Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

Strategies to prevent bullying

- An anti-bullying ethos is in place at Timbertree, which is reinforced by all adults.

Opportunities are regularly used to develop concepts of friendship, caring and sharing.

- Children are continually involved in discussions, role-play and activities during assemblies, class council sessions, PSHE and RE lessons to help them to understand what bullying is, and to know what they should do when it occurs. They will be taught, for example, that to be an onlooker whilst bullying is taking place, can be threatening and can therefore be part of the bullying behaviour. They will be taught to report all incidents of bullying, whether they are personally involved or not, to an adult.
- Positive attitudes are exhibited towards all pupils and only the best behaviour is accepted from and of our pupils.
- Efforts are constantly made to build self-esteem within pupils so that they feel competent and confident and enjoy a sense of fulfilment.
- The amount of children's time spent on-task is maximised through high-quality teaching and learning.
- Positive emphasis is placed on kindness and consideration of others, remorse, empathy and forgiveness, through our behaviour policy using Conscious Discipline (see Behaviour Policy).

Responding to Bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision- making, as appropriate.
- The Headteacher, designated safeguarding lead or another member of leadership staff will interview all parties involved.
- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.
- The school will inform other staff members, and parents/ carers, where appropriate.
- Sanctions (as identified within the school Behaviour Policy) and support for individuals will be implemented, in consultation with all parties concerned.

If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including Early Help or children’s social care (if a child is felt to be at risk of significant harm).

- Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the school’s Behaviour Policy.
- A clear and precise account of the incident will be recorded on CPOMS by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - ❖ advising those targeted not to retaliate or reply;
 - ❖ providing advice on blocking or removing people from contact lists;
 - ❖ helping those involved to think carefully about what private information they may have in the public domain.

Bullying outside of school

According to law and government guidance, our Headteacher has the legal power to make sure pupils behave outside of school premises. This includes bullying that happens anywhere off the school premises, for example on public transport or in a town centre. School staff also have the right to report bullying to the police or local council.

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
 - Childline: www.childline.org.uk
 - Family Lives: www.familylives.org.uk
 - Kidscape: www.kidscape.org.uk
 - MindEd: www.minded.org.uk
 - NSPCC: www.nspcc.org.uk
 - The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
 - Young Minds: www.youngminds.org.uk
 - Young Carers: www.youngcarers.net
 - Changing Faces: www.changingfaces.org.uk
 - Mencap: www.mencap.org.uk
 - Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/sendcode-of-practice-0-to-25 Cyberbullying • Childnet International: www.childnet.com
- Digizen: www.digizen.org
 - Internet Watch Foundation: www.iwf.org.uk
 - Think U Know: www.thinkuknow.co.uk
 - UK Safer Internet Centre: www.saferinternet.org.uk
 - Educate against Hate: www.educateagainsthate.com/
 - Bullying Online www.bullying.co.uk
 - Children's Legal Centre 0845 345 4345
 - KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
 - Parentline Plus 0808 800 2222
 - Youth Access 020 8772 9900