



## **TMA Anti Bullying Policy 2023-2024**



*At Two Mile Ash School, high standards of achievement, behaviour and respect for each other, underpin everything we do. Our teachers strive to create independent, articulate thinkers and learners who have the confidence to realise their ambitions. Our pupils are happy, highly engaged and thrive from a rich and vibrant curriculum. This drives us in our pursuit for achieving excellence every day.*

## **Philosophy**

At Two Mile Ash (TMA), the spiritual, social, moral and cultural (SMSC) development of all our pupils and being safe is paramount. We believe that the most important function of the school is to maintain an environment in which every member of the school is able to achieve success and self-fulfilment. There must be a total consistency of expectation that everyone (irrespective of gender, race or culture) should feel safe and secure, have empathy for all others, and place a high value upon individual achievement and personal development.

## **Bullying**

Bullying is anti- social behaviour and affects everyone; it is unacceptable and will not be tolerated. All incidents of bullying will be dealt with swiftly. Two Mile Ash has a zero tolerance approach to bullying. Bullying is defined as deliberately hurtful behaviour, repeated over a period of time.

- Physical – Hitting, kicking, theft etc.
- Verbal – Discriminatory and derogatory language including racist, homophobic, disabled remarks, any type of name-calling.
- Indirect – Spreading rumours, excluding someone, sly looks etc.
- Cyber Bullying – via modern day technology, email, text etc.
- Prejudice based bullying related to Special Educational Needs, disability, gender, race, religion and belief, disability, sexual orientation or gender reassignment.
- Extremist or discriminatory Behaviour directed to others.

The effects of bullying are huge. Pupils may become withdrawn, feigning illness, taking unusual absences, switched off to learning, lacking concentration for example, and it is the teacher's responsibility to look for these signs and investigate accordingly.

### **1. Point the Finger**

In all classrooms there is a 'POINT the FINGER' poster. This is constantly reviewed with class teacher and in assemblies. Pupils at TMA are encouraged to take responsibility and stand up to actions that are wrong. The School Creed is instilled in them on a regular basis and there is a culture that shows strength to wrong doers. Year 6 leaders, Year 6 Buddies, Safeguarding Ambassadors and Student Council representatives are always visible for pupils to turn to for advice.

However, pupils will only have the confidence to do this if they know their concerns will be taken seriously. Teachers have a duty to fully unpack even the most minute of problems. If disagreements are allowed to fester and both parties feel they have been treated unfairly then the problem WILL return – worse than before.

Likewise we pride ourselves at TMA of having an Open Door Policy. We must then listen to parents if they feel their child is being bullied and ALWAYS meet with both parties of children separately and then together to solve the issue. Parents must be reassured later that their child will be safe and happy coming to school in the future.

## **2. Dealing with Incidents of Bullying**

If the bullying is expected or reported, the incident will be dealt with immediately by class teacher, Head of Years, Assistant Heads, Deputy Heads or Head – depending on who has been approached. If any other member of TMA staff have been approached, they must pass the matter on immediately to the appropriate person.

A meeting will then take place between the bully and teacher and victim and teacher. Witnesses may be called if deemed necessary. A clear written account must be recorded on safeguardsoftware.com with appropriate language used at all times. A member of the Strategic Leadership Team must be notified.

Parents of both parties must be kept informed.

Sanctions will be put in place for the bully/ bullies and support mechanisms for the child who has been bullied.

## **3. Sanctions**

Removal from break/ lunch times for a short period to ensure the safety of others and self. Support sessions will take place to reflect on the impact of such negative behaviour.

Working with parents to help change attitude of the pupil's behaviour.

Linking with School Leaders, Student Council Members, Safeguarding Ambassadors and Year 6 Buddies.

Careful/ close monitoring to ensure the pupil has seen error of ways.

## **4. Support**

Providing opportunities to discuss worries with a member of staff.

Offering a safe haven where the child can go during difficult time i.e. break/ lunch times.

.Restoring self-esteem through TMA reward systems.

Giving solutions on how to behave if incidents happen again.

**NB Both sanctions and support should be for a set time only to ensure that bully is able to see error of ways and start afresh and the victim recovers confidence and is not over dependent on adult support.**

## **5. Official Steps to be Sanctioned by the Head**

- Official warnings
- Removal from school teams
- Detentions
- Exclusions from certain areas of school
- Minor fixed term suspension
- Major fixed term suspension
- Permanent exclusion

Through our Passport to Success, raising awareness in PSHE sessions and our Creed, we will attempt to eradicate such negative behaviour. Our buddy system aims to educate and support all pupils to eliminate bullying and promote our pupils being centrally involved in eliminating bullying.

## **6. Success Criteria (We will be achieving our aims if.....)**

Any individual's concerns are shared and addressed immediately using strategies uniquely appropriate to individual need and circumstance.

Individuals know their concerns will be taken seriously.

Individuals feel they are being treated fairly and consistently.

Individuals recognise the need for sanctions.

There is an appropriate and clearly defined range of sanctions known by all.

Individuals feel safe at all times

Individuals exhibit self-discipline

Individuals challenge prejudice

Individuals are not afraid to make mistakes

Feedback to parents and pupils is appropriately constructive so as to support pupils in their school life

### **Other relevant policies:**

At Two Mile Ash School, there are a number of other policies that should be looked at in conjunction with this policy including Single Equality Policy, Accessibility Policy, Behaviour Policy, Safeguarding and Child Protection Policy.

**Safeguarding:**

At Two Mile Ash School, safeguarding and child protection is paramount and we are fully committed to ensuring the welfare and safety of all our children. We believe that students have a right to learn in a supportive, caring and safe environment which includes the right to protection from all types of abuse; where staff are vigilant for signs of any student in distress and are confident about applying the processes to avert and alleviate any such problems. If any behaviour is a concern in relation to safeguarding TMA procedures and processes will be followed at all times in accordance with the Safeguarding and Child Protection Policy. Any concerns will be referred to the Senior Designated Safeguarding Lead, Hayley Cook or our Deputy Designated Safeguarding Lead Sophie Haycock or our Designated Safeguarding Officers: Lucy Eldridge, Sally Scriven and Natalie Phillips.

Our Safeguarding Governor is Karl Enright.

Version:	
V1 – Tuesday 1 <sup>st</sup> September 2020 V2– Monday 12 <sup>th</sup> July 2021 V3 – Thursday 21 <sup>st</sup> July 2022 V4 Friday 1 <sup>st</sup> September 2023	
<b>Approval:</b> This policy was ratified by the PATH Local Governing Body.	<b>Next Review on or before:</b> <b>September 2024</b> This policy will be reviewed annually by the Two Mile Ash Strategic Leadership Team and approved by the Governing Body at least on an annual basis (although amendments prior to this may occur to reflect the key changes and proposals within curriculum currently occurring)