

Tapton SCHOOL

Headteacher: Ms Kathryn Rhodes

Tapton School Academy Trust, Darwin Lane, Sheffield, S10 5RG Tel: 0114 267 1414

Email: enquiries@taptonschool.co.uk Web: www.taptonschool.co.uk Twitter: @TaptonSchool1

Anti-Bullying Policy

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Author: Hayley Sharman

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First Principles

Outstanding behaviour is essential for outstanding teaching and learning. It enables everyone to feel safe and happy. Together we strive to create a harmonious environment where everyone is treated fairly and consistently.

Students must learn to conduct themselves in a courteous, cooperative and respectful manner. The intention of our behaviour curriculum is to ensure there is a consistent understanding of how we behave at Tapton. We have high expectations of all our students because we want the best for everyone. We do not serve our school, our community or wider society by lowering our expectations.

Teachers have the right to teach, and students have the right to learn without disruption. Outstanding discipline and conduct need to be the priority of all members of the school community. We work hard to promote positive behaviour, rewarding students where appropriate and acting decisively when students struggle to meet our high expectations. Our ultimate goal is to prepare students for future independence and responsibility enabling them to reach their life chances and dreams.

The behaviour policy of Tapton School has been written to support every member of the school community and is supported by our Home School Agreement and Student Code of Conduct which will go to all students and families. In order to achieve our vision of valuing everyone, caring for each other and achieving excellence students must adhere to the following principles:

Tapton Seven

1. We are responsible for the world around us
2. We are kind
3. We work hard
4. We follow the rules
5. We are responsible for our learning journey
6. We make the most of the resources available to us
7. We believe we are all capable of excellence

Our Values

Valuing Everyone

- We are an inclusive school and we celebrate our differences, knowing that our strength lies in our diversity
- We believe in equality
- We all have a voice and a responsibility to listen to others

Caring for Each Other

- We are a kind and caring community that recognises that everyone has a mental health and wellbeing.
- We want our school to be a happy, safe place.
- We therefore think before we act and practice empathy.

Achieving Excellence

- We have high expectations of ourselves and others.
- We know that we are all learners with the capacity to develop and improve.
- We believe in progress not perfection.
- We take pride in all our achievements in all aspects of school life.
- We care about destinations and lifelong learning.

Bullying as defined by our policy includes behaviours which are profoundly anti-social, divisive and have an impact on mental health. **These behaviours will not be tolerated by Tapton School.** Tapton is a place where every person has the right to be themselves and to be part of a safe and happy environment. We believe that everyone in our school is equal and should be treated with respect. Harassment and bullying of any kind are unacceptable behaviours and will not be tolerated. By sending their children to Tapton we expect parents and carers to abide by our values and high expectations as outlined in our Home School Agreement and the Student Code of Conduct.

Our anti-bullying policy aims to:

- Emphasise our high expectations of behaviour and standards for all stakeholders.
- Ensure all stakeholders understand the role they play and their responsibilities in preventing bullying behaviours – this includes students and families.
- Make clear to everyone what Tapton School defines as bullying behaviours.
- Make clear our strategies to prevent bullying.
- Outline our response to any bullying behaviours.

What is Bullying?

Tapton School has an ethos in which we care and value each other and achieve excellence. We teach students to treat each other with respect and decency. We also teach students to understand how their actions can impact upon others and therefore we expect them to moderate their behaviour accordingly. At Tapton School we do not accept bullying in any form. We have a separate Behaviour Policy which outlines our expectations on student's behaviour, our actions and sanctions.

We understand that human relationships are complex and appreciate that certainly for young people friendships can ebb and flow. Nevertheless, we make a distinction between the natural end of friendships where children develop as individuals and bullying behaviours. Tapton believes that bullying behaviours must not be tolerated or passed off as "banter", "just having a laugh" or "part of growing up". Bullying directly impacts on the emotional wellbeing of students and we will ensure that any reports of bullying are dealt with in accordance with our policy. Whilst there is no legal definition of bullying, the DfE have stated that it is usually defined as behaviour that is repeated, intended to hurt someone either physically or emotionally and/or often aimed at certain groups, for example because of race, religion, gender or sexual orientation. In cases of bullying there is often an imbalance of power leading to a perpetrator/victim dynamic. Bullying can be repeated actions intended to cause harm, however, at Tapton we acknowledge it could also include one-off incidents of such magnitude which have the same impact as systematic and sustained bullying. For example, there may be occasions when a one-off incident is so significant that it causes long term effects, and is therefore categorised as bullying. One example may be extreme public humiliation that causes harm and deters someone from engaging in school. Bullying as defined above includes behaviours such as but not only:

- Physical bullying: e.g. pushing, kicking, hitting
- Sexual remarks, assault, jokes, harassment, 'up-skirting'
- Making people do things they don't want to
- Stopping people doing things they want to do
- Damaging and/or taking someone's belongings
- Verbal bullying: name-calling, sarcasm, teasing
- Saying or writing nasty things, & rumours
- Blackmail or threats
- Showing upsetting material e.g. pornography
- Indirect bullying: e.g. social exclusion.

Different forms of bullying

Emotional

- Any actions that impact on the emotional wellbeing of another person

- Deliberately causing harm or offence to another person or group of people by using unkind language, teasing, name calling, taunting and making negative personal comments.
- Excluding individuals from conversations, activities or groups, ridiculing or causing humiliation – either face to face, through spreading rumours or inappropriate use of technology.
- Tormenting others by taking their possessions, hiding books, threatening gestures, using social media to provoke a reaction.

Physical

Any form of actual physical violence or threat of violence including intimidation, for example:

- Hitting including any variation of kicking, slapping, punching, pushing or using an object to have the same effect.
- Theft of property or possessions.
- Intentionally causing damage to property or possessions.

Harmful sexual behaviour

This includes any unwanted physically contact or sexually abusive comments for example:

- Using sexually explicit words and phrases.
- Inappropriate touching.
- Using sexual threats or violence.
- Forced or exploitative sexual activity.
- Sexual harassment.

Online bullying and Inappropriate use of social media

More commonly known as 'cyber bullying' – which is the misuse of technologies or communications to cause harm, injury or offence. For example:

- Mobile threats by text messaging and calls.
- Misuse of associated technology i.e. cameras and video facilities, games consoles.
- Students who engage in 'group chats' which are created to target an individual with the intention of been unkind or to cause offence.
- Sharing of inappropriate material online – including material that is racist, homophobic, sexist, includes extremist content or discriminatory language against people with special needs and disabilities.
- Sharing inappropriate material of a sexual content (including sexting).
- Using social media to humiliate, harass, intimidate, make threats or cause offence or anxiety to another student.
- Deliberate exclusion.

Guidance for students, parents and carers

The causes of bullying, sometimes referred to as child on child abuse, are complex and occur due to a myriad of reasons and whilst bullying may not be a specific crime, some forms of harassment or threatening behaviour and communications are. If an incident, such as receiving a threatening text message, occurs out of school hours and parents and carers believe that an offence may have been committed, we advise they seek assistance from the police. We do not expect these incidents to continue in school, however, if we are made aware of such instances we will act in line with our behaviour policy.

The DfE has stated that some forms of bullying are illegal and should be reported to the police. These include:

- Violence or assault.
- Theft
- Repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- Hate crimes

Within school these incidents will be dealt with through our behaviour policy, however, parents and carers may also wish to report these incidents to the police.

If you suspect your child is being bullied in school please report your concern to your child's Form Tutor immediately so that we can begin our investigations. We encourage students who feel that they are being bullied to report this to

a member of staff immediately - we are not able to deal with situations that we do not know about. We understand that some people who are bullied do not always show their hurt and speak about it. It is therefore important that if you know someone is being bullied you must share this with a member of staff. We encourage 'telling' and recognise that it is a key part in addressing incidents of bullying.

It is important that you advise your child not to retaliate or take matters into their own hands; this can not only make things worse but invariably the entire situation becomes far more complex with the perpetrator declaring victimhood. Parents and carers must help us to ensure we have a culture of tolerance and respect at school by also promoting this at home alongside our school values and principles.

Online and cyber bullying is a behaviour we are acutely concerned about. We encourage parents and carers to make informed choices about their child's mobile phone habits noting the age limits of the following apps:

- WhatsApp has an age restriction of 16 and older. In instances, where despite the age-related restrictions, students do have WhatsApp accounts we advise parents and carers to exercise caution and monitor where students have been added to groups.
- All other social media sites have an age restriction of 13 and older, this including: Facebook, Snapchat, Twitter, Instagram, Musical.ly, Houseparty, Skype and TikTok
- Whilst there is no age restriction for watching videos on YouTube, users need to be 13 or older to have their own YouTube account (enabling them to subscribe to other channels, like videos, post comments, share their own content and flag inappropriate content).

Investigations

All reports of bullying will be investigated by the members of the Inclusion Team. Our actions aim to prevent any situations from escalating and ensure they do not happen again. We look to parents and carers to support us in addressing bullying by recognising the expertise of the Inclusion Team and not taking matters into their own hands or encouraging their child to retaliate.

Sanctions and Interventions

Certain behaviours, such as bullying, will always be deemed unacceptable and will always incur a serious sanction. This applies on or off school premises *during school time*, at break or lunch times, during travel to and from school and at any time on school trips. Whilst school cannot put in sanctions for incidents that take place outside of school hours we urge families to contact the police if they believe an offence has taken place. School is duty bound to share information with the police when they are investigating incidents reported to them and we would not routinely share our dialogue with the police with families.

Reports of bullying will always be taken seriously and treated with the upmost seriousness. The following list provides examples of sanctions school will employ if we ascertain there has been an incident of bullying:

- Engagement with the student to reinforce the message that their behavior is in breach of our values.
- Loss of break/lunchtime privileges.
- Cause for Concern or On Call
- Detention: break, lunch or after school.
- Parents and carers contacted and where appropriate invited into school for a formal meeting.
- Students may be placed on report.
- Timetable adjustments.
- Managed Move
- Off Site Direction
- Removal from teams or out of school activities.
- Fixed and/or permanent exclusion.

Please see our Behaviour Policy for more information.