



Anti -Bullying Policy

2024/25

Version control

Policy author: Hazel Blackmore

Policy seen by: Local Stakeholder Board

Next policy review date: September 2025

Version	Date Details
2	September 2023
3	September 2024

AIMS

- To ensure that students learn in a supportive, caring and safe environment without fear of being bullied.
- To provide a caring, friendly and safe environment for all of our students so they can learn in a safe and secure atmosphere.
- To ensure all students know how to report bullying and be reassured that it will be dealt with effectively and in a timely fashion.
- To provide information to all staff, volunteers, students and their families about what we should all do to prevent and deal with bullying.

Why do we need an Anti-Bullying Policy?

Persistent bullying can severely inhibit a student's ability to learn effectively. The negative effects of bullying can have an impact on a person for their entire life, severely affecting their mental health.

Tavistock College wishes to promote a safe, secure and happy environment free from threat, harassment and any type of bullying behaviour. Therefore, this policy promotes practices within the school to reinforce our vision, and to remove or discourage practices that negate them.

We actively encourage all of our students and their friends to report bullying in school to any member of staff who they feel they can talk to. Equally we encourage parents to voice concerns with their child's tutor or House Leader as soon as possible.

What is Bullying?

Bullying is defined as behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally
- Often aimed at protected characteristics

Bullying can take many forms including:

- Physical: Hitting, slapping or pushing someone
- Verbal: name calling, gossiping or threatening someone
- Non-verbal abuse: hand signs, text messages or use of social media
- Emotional abuse: threatening, intimidating or humiliating someone
- Exclusion: ignoring or isolating someone
- Undermining, constant criticism or spreading rumours
- Controlling or manipulative behaviour
- Making silent, hoax or abusive phone calls.
- Racial, sexual, transphobic or homophobic bullying
- Bullying because of a disability

With the advance in new technologies, Tavistock College is aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately. Therefore, our school has an ICT user's policy which all students and parents sign.

What is cyberbullying?

According to the NSPCC, 'Cyberbullying is bullying that takes place online. Unlike bullying offline, online bullying can follow the child wherever they go, via social networks, gaming and mobile phone. A person can be bullied online and offline at the same time.'

Types of cyberbullying include:

- Sending threatening or abusive text messages
- Creating and sharing embarrassing images or videos
- Trolling - the sending of menacing or upsetting messages on social networks, chat rooms or online games
- Excluding children from online games, activities or friendship groups
- Shaming someone online
- Setting up hate sites or groups about a particular child
- Encouraging young people to self harm
- Voting for or against someone in an abusive poll
- Creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name
- Sending explicit messages, also known as sexting.
- Pressuring children into sending sexual images or engaging in sexual conversations.

Some warning signs that a student is being bullied

- Changes in academic performance
- Appears anxious
- Regularly feeling sick or unwell. Wanting to visit the First Aid regularly.
- Reluctance to come to school
- Above average absence rate
- Clothes/bags torn or damaged.
- Money/possessions going missing.
- Unexplained cuts and bruises.
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful, poor behaviour, unhappiness.
- Loss of appetite. Not sleeping. Loss of weight
- Seen alone a lot
- Not very talkative

Some reasons why people bully

- Desire to appear powerful
- Unhappiness
- Feelings of inadequacy
- Difficulties at home.
- Learned behaviour (They too have been bullied)

How to get help

Who students can talk to if they have any concerns about bullying?

- Safeguarding team
 - Designated safeguarding lead
 - Mrs Blackmore
 - Deputy Safeguarding lead
 - Mr Brokenshire
 - Rachel Turner
- House Leader
- PD lead / Tutor
- Senior leadership team
- Subject teacher
- Social inclusion officer
- Assistant teachers
- Parents / Carers
- Kooth online
- Young Devon referral
- Tavistock Youth Cafe
- Catalyst mentors

Students who experience bullying can feel confident that any of the people listed above will listen to their concerns.

Students who have been bullied will be supported by:

- Reporting and discussing the allegation with a member of staff.
- A thorough investigation into the allegations including collecting statements from all students involved including witnesses in a timely manner.
- Reassurance and regularly kept informed of the investigation and the eventual outcome.
- Additional support if required;
 - Young Devon Referral
 - Signposting to Normal Magic
 - Tavistock Youth Cafe referral
 - Catalyst mentors
- Restoring self esteem and confidence
- Restorative conversations between victim and perpetrator.

Actions for the perpetrators include:

- A thorough investigation of the allegation including getting statements from all involved including witnesses.
- A conversation about what happened, the reasons for it, the appropriateness of their actions and strategies for moving forwards to enable change.
- Parents / carers to be informed of the behaviour.

Depending on the investigation actions could also include the following:

- Loss of social time
- Internal suspension
- Suspension
- Permanent exclusion
- Log on CPOMS and classcharts
- Formal recording on the DCC BPRI form

Supportive measures for the perpetrator include:

- Reintegration following a suspension including a formal contract
- Monitoring by tutor / House Leader through triage and or report
- Mentoring by a learning support officer
- Referral to a mental health ambassador
- Involvement of external agencies
- Devon relational support plan
- Devon Co-regulation plan
- Implementation of a risk assessment.

Anti-Bullying Procedures:

It is made clear to all staff and students that bullying in any form is unacceptable. Any reports of this kind will be taken seriously and dealt with promptly.

Staff responsibilities:

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to Tutor/House Leader/SLT as appropriate
- To record on CPOMS and classcharts
- HOY to record all incidents to Devon on a BPRI form.
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To implement appropriate procedures
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within the school and relevant outside agencies when appropriate
- To model the values of the International Cooperative Alliance
- To promote the use of interventions which are least intrusive yet most effective.

Anti-Bullying strategies:

- Regular promotion of anti-bullying in assemblies and tutor programmes
- Use of CCTV within the school grounds to help with the prevention of bullying.
- A duty rota for staff so they patrol key areas before school, break, lunchtime and after school
- Annual questionnaires to research student views on how safe they feel in school (Have your say days)
- Optional training for all staff from the anti bullying alliance.
- Social Studies lessons on anti- bullying
- One to one mentoring from trained peers
- Strong teacher-student relationships so students feel comfortable in reporting any issues
- Need to talk email address for reporting
- Need to talk microsoft form linked on student bookmarks and on schools website.
- Anti-bullying month November 2024
- Make Bullying Extinct campaign
- Anti-bullying resources delivered through PD core during this week
- Anti-bullying ambassadors supporting students within school

Anti-bullying advice to Parents / Carers – ‘Talk, Listen, Encourage’

- A great deal of bullying is CYBER-BULLYING. Please regularly monitor your child’s use of texting, Facebook, Twitter, Instagram, Tik Toc and other social media sites. Access to these is out of the schools control when your child is not in school and not using our WiFi • TALK to your child on a regular basis, so any problem is easier to share
- LISTEN to what they say
- ENCOURAGE your child to feel good about themselves, realising that we are all different and equally important
- If you believe your child is being bullied, or is a bully, talk to other adults at home or at school and explore the options. DON’T STAY SILENT
- If your child is a victim assure them that it is not their fault and that you are going to do something to help
- Be realistic in your expectations, sometimes on-going problems can take time to resolve
- TRY to be co-operative with our school and not be aggressive. Without a good working relationship between parents and the school the situation could deteriorate, which won’t help you or them
- ALWAYS remember that children can’t solve bullying on their own.
- They NEED the support of parents/carers and our school

Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.



SAFEGUARDING OUR COLLEGE

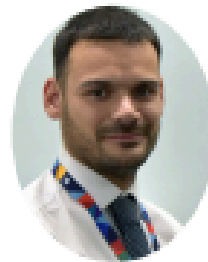
If you have any concerns about your own safety, or that of another person, please talk to a member of our team or another adult at our College



Hazel Blackmore
Designated Safeguarding Lead



James Buchanan
Principal



Jack Brokenshire
Deputy Designated Safeguarding Lead



Rachel Turner
Deputy Designated Safeguarding Lead and Assistant Principal for SEND



Niall Murphy
Deputy Designated Safeguarding Lead and Together House Leader



Laura Evans
Deputy Designated Safeguarding Lead and Care House Leader



Natasha Ingleby
Deputy Designated Safeguarding Lead and Challenge House Leader



Rachael Squire
Deputy Designated Safeguarding Lead and Excel House Leader



Dan Jacob
Standards Lead for Sixth Form



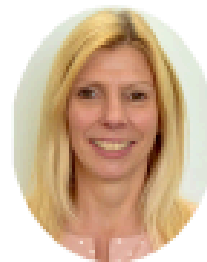
Steve Marsh
Together Deputy House Leader



Sonia Fox
Care Deputy House Leader



Patrick Trimmer
Challenge Deputy House Leader



Trudi Massey
Excel Deputy House Leader



Sophie Champion
SEND

Whisper
Report via SMS to 07860 021 323 (text if your message) or visit <https://www.whisper.org.uk>



Talk to us via our helpline

NSPCC HELPLINE
0808 800 5000
help@nspcc.org.uk

childline
ONLINE, ON THE PHONE, ANYTIME
childline.org.uk | 0800 1111

mind
for better mental health
www.mind.org.uk 0300 123 3303

Intercom Trust
Supporting Lesbian, Gay, Bisexual and Trans+ communities
www.intercomtrust.org.uk/
0800 610 3010



COLLEGE CHARTER

Together we:

CARE

1. Be punctual:

Arrive on time (before 3 minute late bell) and follow College routines

2. Pride:

Wear your uniform correctly and show kindness to others

CHALLENGE

3. Conduct:

Follow all instructions from staff and reasonable requests

4. Prepared:

Have correct equipment (Tavi 7 - planner, reading book, pencil case, pen, pencil, ruler and eraser)

EXCEL

5. STAR:

Sit up, Track the speaker, Ask and answer questions like a scholar and Respect others

6. Work hard:

Demonstrate pride in your work with 100% effort and focus

Together; we care, we challenge, we excel