


# TEIGN SCHOOL

## BULLYING PREVENTION POLICY

### 2024/26

	This policy was recommended by Committee on:	20 June 2024
	This policy was adopted by the governing body on:	1 September 2024
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	Monitoring review date:	Ongoing
	Reviewing Committee:	Governing Body's Behaviours & Attitude Group

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**TEIGN SCHOOL**  
**BULLYING PREVENTION POLICY**

**Article 19 (protection from violence, abuse and neglect)**

Children and young people should be protected from all forms of violence and abuse

**Article 3 (best interests of the child)**

The best interests of the child must be a top priority in all decisions and actions that affect children.

**This policy aims to promote the right of everyone to feel secure and safe in school,  
and for children to feel protected from bullying at Teign School.**

**1. Policy Context**

Teign School is committed to providing a safe, healthy and supportive school environment that values diversity. All members of the community have the right to a learning and work environment free from intimidation, humiliation and hurt. We all share a responsibility to foster, promote and restore relationships. We believe that bullying and/or harassment is unacceptable and all share a responsibility in preventing it. We reject ideas, beliefs and behaviours that marginalise or victimise individuals or groups. We also share our responsibility to educate our students to understand it is against the law to discriminate against someone because of a [protected characteristic](#) and ensure that these characteristics are protected via this Bullying Prevention Policy.

Our staff know student learning is optimised when they feel connected to others and experience safe and trusting relationships. Students who feel secure are more likely to be active participants in their learning and to achieve better physical, emotional, social and educational outcomes. Teachers who feel valued and supported are more likely to engage positively with students and build stronger connections within the school community.

Parents who are positively engaged with their child's education leads to improved student self-esteem, attendance and behaviour at school. We believe that enhancing the wellbeing of students and staff delivers overall long-term social, health and economic benefits to the community.

## 2. Statutory duty of schools

All schools must have measures in place to prevent all forms of bullying. Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst students. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

This policy has been drawn up by the school in consultation with students, staff, a parent working group and the governors. It has been reviewed and updated in consultation with our Anti-Bullying Ambassadors. It has been written in conjunction with Department of Education (DfE) guidance, Preventing and Tackling Bullying (2017), in addition to our current policies.

## 3. Definition of bullying

Teign School uses the Anti-bullying Alliance (ABA) definition of bullying which describes bullying as:

*Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online. (ABA, 2024)*

*Bullying behaviour can be:*

- *Physical – pushing, poking, kicking, hitting, biting, pinching etc.*
- *Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.*
- *Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.*
- *Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.*
- *Online / cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion*
- *Indirect - Can include the exploitation of individuals.*

## 4. Cyber bullying & E Safety

Bullying can also take place via electronic devices, such as phones. The Education Act 2011 amended the power in the Education Act 1996 to provide that when an electronic device, such as a mobile phone, has been seized by a member of staff who has been formally authorised by the headteacher, that staff member can examine data or files, and delete these, where there is good reason

to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.

At Teign School all of our students must sign an 'Acceptable User Policy' (AUP) prior to accessing their Microsoft domain. This outlines the responsibilities of our students and staff to be safe online.

## 5. Prevention of bullying at Teign School

We are proud to be a Rights Respecting School and in line with Article 19 (Children and young people should be protected from all forms of violence and abuse), we believe that bullying is unacceptable in any form.

We have Anti-bullying ambassadors at the school who meet regularly with a member of the Senior Leadership Team as well as the staff member who oversees the ambassadors. In addition to this we have a Student Council who meet termly with the Senior Leadership Team as well as Mental Health Ambassadors and other students who take on leadership positions.

This policy and the impact is reviewed every half term by the Senior Leadership Team and also shared with Governors.

With regards to prevention of bullying, we have the following things in place:

- As part of the **Celebration of Success and Behaviour Policy** states our student expectations (called our Teign Ten) which are highly visual around the school, including classrooms, support rooms, displays in corridors and in the student planners
- **Assemblies** as part of our tutorial programme each week with each year group throughout the academic year. The aim of these assemblies led by the Leader of Personal Development & Senior Leadership Team is based on the theme of the week, which include 'respect', 'tolerance', 'kindness', 'rights', 'charity' etc.
- We are a **Rights respecting school**, and each week time is spent in registration focussing on one or two of the UNCRC articles.
- **Tutorial programme, PSHE lessons (taught by the RPE Department) and Enrichment Days.** Further information about this curriculum can be found on our school website. This spiral curriculum enables all students to learn about bullying and the impact, with resources and curriculum planning supported by the PHSE Association.

- Development of **peer support services** via The Diana Award resources & training. A member of staff has a responsibility for leading the Anti-Bullying Ambassadors.
- **Staff training** specifically working on reporting spotting signs of bullying, reviewing bullying data, supporting victims of bullying but also developing understanding on strategies to support bystanders of bullying.
- **Active-duty supervision** by staff at the start of school, during the school day including break / lunchtimes and at the end of the school. All staff on duty wear a hi-visibility vest and are expected to move around the area and positively engage with the students.
- To prevent situations **escalating quickly**, we encourage students & parents / carers to report & raise concerns as soon as possible (via methods explained in the next section).
- We encourage parent / carers have a role in **actively supervising their child's use of social media online** & reporting incidents which they are concerned about.
- Working with **outside agencies** around universal & targeted interventions around specific incidents (e.g. hate crime). These agencies include The Diana Award, Space and our local police officers.

## 6. Reporting and responding to incidents of bullying:

### Reporting:

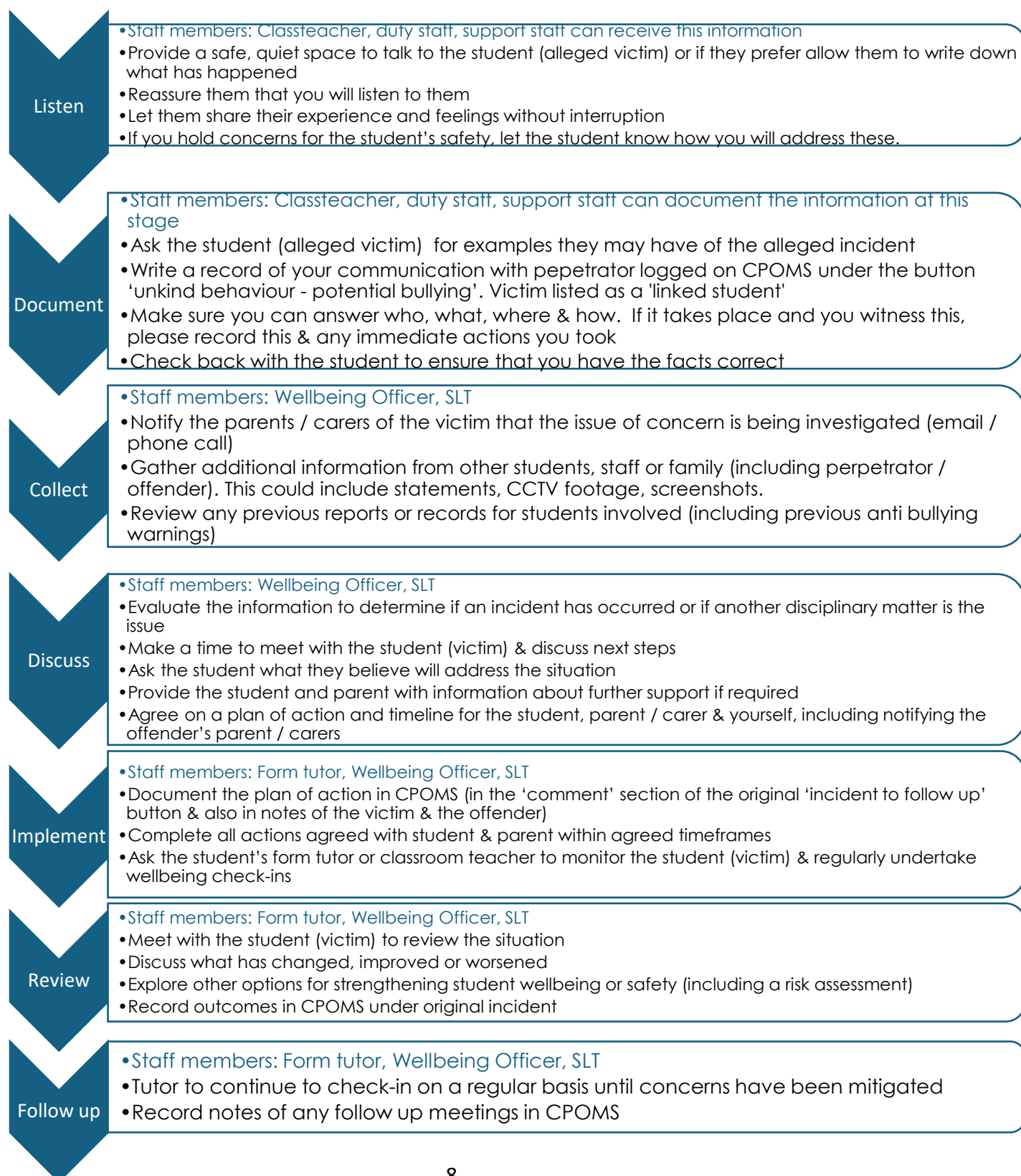
There are a number of different ways to report an incident of bullying. All of these ways are explained to students regularly during assemblies, tutorial programme and is in their Student Planner:

- Students verbally or via written communication methods report via a member of staff at the school. This could include the student's form tutor, a member of staff on duty, Leader of Personal Development, Wellbeing Officer, class teacher, support staff or member of the Safeguarding & Senior Leadership Teams. Photos and names of the safeguarding team are displayed around the school
- Parent / carer to report to any member of staff at the school (we would prefer it to be via the student's form tutor) via phone or email

- A peer to report it to the student's form tutor or another member of staff. If it is taking place during a lesson, we encourage the student's class teacher to be informed as soon as possible & take action (see below)
- Students can go to our Student Support Centre and fill out a 'Teign School Student Statement' form (see Appendix 1)
- Via [Whisper](#) (can be accessed by our website clicking on 'quick links') which is an anonymous reporting tool
- Students can report any incident / s to a member of the Anti-Bullying Ambassadors (identified by a Diana Award badge on their lapel), Student Council (identified by the badge on their lapel) or School Prefects (identified by a Prefect badge on their lapel)

Responding: Flowchart for staff

Logging of '**unkind behaviour – potential bullying**' takes place in CPOMS (see RTL staff guide. If there is an immediate concern about a student's welfare, this should also be logged on CPOMS.





## 7. Responding: Tiered escalation approach

We have a **tiered escalation approach** for dealing with bullying when it occurs. This is combined with intervention to stop the problem and educate the offender (or bully if this is a *repeated* event), as well as support for the victim. We also where necessary provide education for the bystander/s.

Teign School takes bullying seriously and endeavours to help students to resolve disputes but will sanction when required.

- Incidents between students is logged on CPOMS via the flowchart above
- Wellbeing Officer for a year group raises a concern where there are *repeated incidents* (more than one) between the same individuals / groups of individuals
- Wellbeing Officers keep a list of these students for tracking purposes
- If any further incidents (the **third** onwards) take place the following warnings & actions will take place.
- Bullying (repeated unkind incidents) does not have to be with the same individual or during the same academic year. A student could go around different student / s and be unkind. For 3 separate unkind incidents involving a different student / s, an immediate referral to the Improvement Room will be put into place as a sanction. Any further incidents will proceed through the warnings below.

### Anti-bullying warnings

#### **Anti-bullying Warning 1**

- Reported on CPOMS as 'Bullying' (with a category, e.g. verbal) and the issue will be escalated to an Anti-Bullying Warning 1 letter
- Letter sent to parents / carers & the student informing them of this first warning. The letter invites the parents / carers & the student to a meeting
- After-school detention agreed at this meeting
- Conversation with students, meeting with parents in school with Wellbeing Officer
- An intervention to take place via the Intervention Support Officer, which the Wellbeing Officer will request
- Once a student moves to Anti-Bullying Warning 1 letter, any other incidents with student / s which are found to be most probably unkind will proceed through the warnings below

## Anti-bullying Warning 2

- Reported on CPOMS as 'Bullying' (with a category, e.g. verbal) and the issue will be escalated to an Anti-Bullying Warning 2 letter
- Letter sent to parents / carers & the student informing them of this second warning. The letter invites the parents / carers & the student to a meeting
- Meeting with parents in school with Wellbeing Officer & a member of SLT
- SLT detention agreed at this meeting
- A contract is drawn up between the student & the school
- Problem solving & other options such as changing timetables / removal from circulation during break & lunchtimes etc.
- A further intervention to take place via the Intervention Support Officer, which SLT will request, considering any external agencies which could also further support
- A 'Bullying, prejudice & racial incident form' is completed & sent to Devon County Council

## Anti-bullying Warning 3

- Suspension is actioned under the category 'bullying' & also recorded on CPOMS as 'Bullying' (with a category, e.g. verbal)
- Letter sent to parents / carers & the student informing them of this third and final warning. The letter invites the parents / carers & the student to a meeting following the exclusion
- Meeting with parents in school with Headteacher
- Next steps from this point would be further escalated exclusions & further actions such as a redirection of education. A final warning will be issued that any further incidents could result in a permanent exclusion
- A further 'Bullying, prejudice & racial incident form' is completed & sent to Devon County Council

*We also have the right to sanction according to the specific incident in line with our Celebration of Success and Behaviour Policy. Following Anti-Bullying warning 3, a permanent exclusion could take place.*

*The Senior Leadership Team has the authority to escalate the warning level in this policy, as appropriate.*

## 8. Support for the individuals involved

- Access to a **range of services in school** including key mentoring sessions, school counsellor service, access to support staff, additional adults observing interactions etc.
- Ranges of referrals made to **outside agencies** such as Space
- Intervention Support Officer providing **education** for the bully including specific work around the reason for the bullying or nature of the bullying

- **Clear flowcharts & further resources on our website** (via feedback provided by the parents involved in this policy being written) for parents / carers who may have a child who is being bullied, as well as external support for the victim
- Work with the Anti Bullying Alliance
- We have close communication with our local police station & can liaise with our local community officers

## **9. Bullying outside of the school premises**

Bullying can occur outside school and college gates and on journeys to and from school. The school can intervene in such situations.

Whilst schools do not have jurisdiction over bullying that occurs off the premises out of school hours, where it affects the learning and wellbeing of young people in college we will intervene as appropriate.

Bullying can be by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent / carer tells us of bullying off the school premises we will:

- Intervene to address the issues where appropriate
- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the transport company about any problems on buses.
- Talk to the police where appropriate.

## **10. Evaluating our policy:**

We will evaluate the impact of this Bullying Prevention policy using the following measures:

1. By recording and monitoring the number of incidents that are reported to staff over a given period
2. Through pupils' perceptions of bullying in schools through structured discussions in lesson time, through surveys & via our Student Council & Anti-bullying Ambassador groups.
3. We will investigate patterns of absence to ensure that children are not absent from school due to fear of being bullied
4. By recording and responding to any complaints and compliments that we receive from parents and carers.
5. By reviewing this policy annually to assess its implementation and effectiveness.

## **References**

Anti-Bullying Alliance (2024) Our definition of bullying. Available at: <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/understanding-bullying/definition>. Accessed 11<sup>th</sup> May 2024.

Department for Education (2017) Preventing & tackling bullying: Advice for headteachers, staff & governing bodies. Available at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/623895/Preventing\\_and\\_tackling\\_bullying\\_advice.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf). Accessed 24<sup>th</sup> June 2021.

Healthy Schools (2008). Anti Bullying Guidance for Schools. Available at: <https://www.london.gov.uk/what-we-do/health/healthy-schools-london/awards/sites/default/files/Anti%20Bullying%20-%20Guidance%20for%20Schools.pdf> . Accessed 12<sup>th</sup> May 2024

## TEIGN SCHOOL



Staff to tick when Completed and electronically filed [    ]

### Incident Report Form

Name: \_\_\_\_\_ Year: \_\_\_\_\_ Date: \_\_\_\_\_

Students Involved:

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What Happened:

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Where did it happen (be specific):

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When did it happen?

Date: \_\_\_\_\_ Time: \_\_\_\_\_

Witnesses (if any):

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