



ANTI-BULLYING POLICY

This document has been approved for operation by	Kathryn Towers
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Tower Learning Centre Independent School is committed to providing a safe, caring, friendly, inclusive environment for all pupils and staff, so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is not acceptable. All pupils, staff, carers and visitors have the right to be protected from bullying or abusive behaviour.

The aim of this policy is to negate bullying behaviour through increasing awareness of it, its causes and consequences. Procedures for dealing with bullying are set out clearly in this and the safeguarding policy so that all those at Tower Learning Centre Independent School know what to expect and what is expected of them with regard to bullying. This policy should encourage everyone to actively challenge bullying whenever and wherever it occurs.

Bullying

Bullying is understood to be any behaviour that uses power or influence in order to hurt others. Bullying can take the form of persistent, intentional undermining of an individual or it can be a single incident. Bullying can be carried out by an individual or group. Bullying usually falls into the following groups:

- Physical bullying includes hitting, kicking, punching, taking belongings, forcing a person to do something against their will.
- Verbal/written bullying includes name calling, insulting remarks, making racist, homophobic, transgender or sexist remarks, making threats.
- Cyber bullying includes sending abusive texts/pictures, explicit sexual images or emails, being abusive in chat rooms or on social networking sites.
- Psychological bullying includes threatening behaviour, taunting, teasing about race, gender, sexual orientation, disability, family circumstances, appearance or any other feature of their lives which can be used to wound the victim.
- Social exclusion. Ostracism/rejection by a peer group.

Bullying is always taken seriously because of the potential impact upon pupils. No one deserves to be the victim of bullying behaviour; everyone has the right to be treated with respect.

Procedures When bullying is reported it will be taken seriously.

- Staff will work with the victim to help them feel safe and find responses to bullying that work.
- Staff will work with the perpetrator to change the bullying behaviour.
- Staff will work with the parent/carer of a pupil who is being bullied to support and encourage that pupil in finding solutions to the bullying.
- Staff will work with the parents/carers of any pupil who is bullying to support and encourage that pupil in finding alternatives to the bullying behaviour.
- Staff will involve outside agencies, if appropriate.

Staff responsibility:

All staff can expect to be properly trained and supported in dealing with bullies. Staff should promote an environment that is constructive and safe for all pupils through their teaching practice and actions. Staff should keep pupils' parent/carers informed of incidents concerning bullying.

Please refer to Tower Learning Centre's Behaviour and Safeguarding Policies for preventative measures and strategies used in tackling Bullying.