



Anti-bullying Policy

Approved by The Management Board

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THE TRIPLE CROWN CENTRE

ANTI-BULLYING POLICY

This policy is based on DfE guidance *“Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”*.

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

It also takes into account the DfE statutory guidance “Keeping Children Safe in Education”, “Behaviour in schools”, “Searching, screening and confiscation at school” and “Sexual violence and sexual harassment between children in schools and colleges” guidance. The school has read Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”.

1) Objectives of this Policy

The Triple Crown Centre is committed to developing an anti-bullying culture whereby bullying, including between adults or adults and young people will not be tolerated in any form.

This policy outlines how The Triple Crown Centre addresses the prevention and tackling of bullying.

2) The Triple Crown Centre’s Responsibilities

- We will discuss, monitor and review our anti-bullying policy and practice on a regular basis.
- To support all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively, that students feel safe to learn and that students abide by the anti-bullying policy.
- Report back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seek to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate

3) Definition of bullying

Bullying is “Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”)

Bullying is recognised by The Triple Crown Centre as being a form of child-on-child abuse and that children can abuse other children. Bullying can be physical, verbal or psychological and can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours. Bullying can happen online as well as face-to-face; this is called online or cyberbullying. This can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos, videos or written content generated by artificial intelligence (AI).

The Triple Crown Centre recognises that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development. We believe that bullying should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up". We also recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.

4) Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (LGBT).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology – "cyberbullying" and/or using Artificial Intelligence

The Triple Crown Centre recognises that Artificial Intelligence (AI) has many uses to help pupils learn, but may also have the potential to be used to bully others. For example, in the form of 'deepfakes', where AI is used to create images, audio or video hoaxes that look real.

The Triple Crown Centre will treat any use of AI to bully pupils in line with our Anti- Bullying and our Behaviour Policy.

5) Preventing, identifying and responding to bullying

The Triple Crown Centre will:

- Take all allegations of bullying seriously and carry out a clear investigation into the bullying incident interviewing all parties involved, including staff where appropriate
- Report all instances of bullying on My Concern ensuring that evidence and outcomes are clearly recorded
- Create and support an inclusive environment, which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Encourage students to use technology, especially mobile phones and social media positively and responsibly.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience.
- Provide a range of approaches for students, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing all forms of bullying throughout the curriculum, supported with a range of approaches e.g. displays, assemblies, peer support and the Student Council.

- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of our community regarding positive online behaviour.
- Train all teaching and support staff to identify all forms of bullying and to follow the school policy and procedures (including recording and reporting incidents on My Concern using the Triple Crown Centre's Behaviour Policy).
- Proactively gather and record concerns about bullying incidents and issues, so as to effectively develop strategies to prevent bullying from occurring.
- Ensure that students know where "safe spaces" are in school for additional support
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.

6) Cyberbullying

When responding to cyberbullying concerns, the school will follow the same processes as described above but will also:

- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person (s) responsible. This may include: looking at use of the school systems, identifying and interviewing possible witnesses and /or contacting the service provider and the police, if necessary.
- Work with the individuals, families and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include asking service providers to remove content if those involved are unable to be identified or if those involved refuse to, or are unable to, delete the content.
- Searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school behaviour policy. The Triple Crown Centre would ensure that the guidance from the DfE '*Searching, screening and confiscation at school*' and *Childnet cyberbullying guidance* have been read and understood to ensure that the schools powers are used proportionately and lawfully.
- Request the deletion of locally-held content and content posted online as appropriate

7) Involvement of students

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Utilise the Student Council to share the key messages of TCC's anti-bullying policy
- Ensure that all students know how to express worries and anxieties about bullying encouraging the use of Zones of Regulation to early identify worries and concerns
- Ensure that all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Publicise the details of internal support as well as external help lines and websites.
- Offer support to students who have been bullied and to those who are bullying in order to address the problems they have.
- Providing ongoing support and regular wellbeing check-ins
- Reinforce information about what action to take if they feel they are being bullied
- Ensure that students are aware that all allegations of bullying will be taken seriously

8) Liaison with parents and carers

We will:

- Make sure that key information (including policies and a named point of contact) is available to parents/carers.
- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively.
- Ensure all parents/carers know where to access independent advice about bullying including signposting to the Family Hubs and parent workshops for supporting children's behaviour as needed.
- Ensure that parents/carers work with the school to role model positive behaviour for students, both on and offline.

9) Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour policy
- Child Protection policy
- Privacy Notice
- ICT Acceptable Use Agreement
- E-Safety policy
- Curriculum areas such as PSHE

10) Responsibilities

It is the responsibility of:

- The Management Board to take a lead role in monitoring and reviewing this policy.
- The Management Board, SLT, Teaching and Non -Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- All staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Students to abide by the policy.

The named member of staff with lead responsibility for this policy and the named point of contact for parents/carers is Mrs Shell-Macleod (Headteacher).

11) Monitoring arrangements

The Triple Crown Centre will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.

Additional Content

Dealing with Incidents

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear and precise account of the incident will be recorded on My Concern and reported to a member of SLT
- The member of SLT will interview all concerned and will ensure the incident is clearly recorded on My Concern in accordance with The Triple Crown Centre's Behaviour Policy
- Teachers and support staff will be kept informed of incidents and outcomes
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the school's Behaviour Policy
- Parents/carers will be kept informed of the incident and outcomes
- Sanctions will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, the police or other local services will be consulted

Supporting Students

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns/incidents and build resilience as appropriate
- Reassuring the student and providing continuous support and wellbeing check ins
- Restoring self-esteem and confidence
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Students who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the young person
- Providing appropriate education and support regarding their behaviour or actions
- Sanctioning in line with the school Behaviour Policy such as official warnings, contact home, detention or removal of privileges i.e. internet or other as appropriate to the situation
- Speaking with police or local services
- Being encouraged to take part in a restorative conversation with the victim and a trusted adult to educate them on the impact of their actions

Supporting Adults

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with a member of SLT or the Chair of the Management Board
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns/incidents and build resilience as appropriate.
- Where the bullying takes place outside of the school site, the school will ensure that the concern is investigated and that appropriate action is taken
- Reassuring them and offering appropriate support
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Adults (staff and parents) who have bullied will be helped by:

- Discussing what happened with a member of SLT or the Chair of the Management Board
- Clarifying the school's official procedures for complaints or concerns
- If online, requesting content be removed and reporting account/content to service provider
- Instigating disciplinary, civil or legal action

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/uk-council-for-internet-safety
- DfE ‘Cyberbullying: advice for headteachers and school staff’: www.gov.uk/government/publications/preventing-and-tackling-bullying
- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk

LGBT

- Barnardo’s LGBTQ Hub: [www.barnardos.org.uk/what we do/our work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Anti-Bullying Alliance Cyberbullying SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk

- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational

Sexual Harassment and Sexual Bullying

- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying