



THE NELSON THOMLINSON SCHOOL

ANTI BULLYING POLICY

Signed by Headmaster:

Signed by Chair of Governors:

Reviewed by Behaviour, Safeguarding and Wellbeing Committee:

19 November 2020

Next review date:

November 2022

The Nelson Thomlinson School Anti-Bullying Policy.

The School gives this categorical assurance: at The Nelson Thomlinson School we are determined that there will be absolutely no bullying: we cannot make pupils like each other, but we can ensure they will not be actively unpleasant to each other. If we learn that anyone here is actively being made unhappy by another member of this community, we GUARANTEE to put matters right.

What is Bullying:

Bullying is the use of aggression with the intention of hurting another person and can result in pain and distress to the victim.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can be:

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| Emotional | Being unfriendly, excluding, tormenting (eg hiding books, threatening gestures) |
| Physical | Pushing, kicking, hitting, punching or any use of violence |
| Sexual | Unwanted physical contact, sexually abusive or homophobic comments |
| Homophobic | Because of, or focusing on the issue of sexuality |
| Racist | Racial taunts, graffiti, gestures |
| Verbal | Sarcasm, spreading rumours, teasing |
| Cyber | All areas of internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, ie camera and video facilities |

Bullying is not:

It is important to understand that bullying is not occasional falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not always classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, occasional name calling or immature pranks. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Courses of action in response to bullying at The Nelson Thomlinson School

Anyone at The Nelson Thomlinson School who becomes aware of any incident of bullying **MUST** report it. Pupils should report incidents of bullying to any member of staff with whom they feel comfortable. Any member of staff informed of such an incident will act immediately and this will usually involve informing the appropriate Assistant Head of Year, Head of Year or Deputy Head for Pastoral who will then investigate the incident by interviewing separately the victim, the alleged bully and any witnesses in order to establish an accurate account of events. Written reports by those involved may be made.

Where bullying is of a racist nature, The Nelson Thomlinson School will report the matter to the Local Authority using the Racial Incident Form.

Where an incident is judged to be of such a serious nature the parents/guardians of both the bully and the victim will be contacted and if needed, invited into school to resolve matters. The School may also involve the community police officer.

Sanctions for bullying will remain at the discretion of the Head after all the factors involved such as the nature of the incident and any previous involvement has been established. Our overriding concern as a School will be for the needs of the victim of bullying rather than those of the bully.