

Policy	Anti Bullying Policy			
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Scope	Whole Group	<input type="checkbox"/>	Whole School	✓
	International Primary	<input type="checkbox"/>	National Primary	<input type="checkbox"/>
	International Secondary	<input type="checkbox"/>	National Secondary	<input type="checkbox"/>
Ownership:	CP & HoS		Approved by:	Health and Safety



Vision

We exist to grow the world's most curious, confident minds.

Mission

Tenby Schools Penang is on a journey to deliver a transformative education to our families and students that will spark their curiosity and grow their self-confidence, knowledge and life skills that will help them thrive now and throughout their lifetime”.

Values

Our STEAM Six are the very compass that guides every action, every lesson and every interaction within our community. These values empower our learners to not just acquire knowledge, but to fuel their curiosity, building confidence, and equip themselves for any challenge that life throws their way:

- The courage to EXPLORE
- The energy to INNOVATE
- The mindset to GROW
- The resilience to PERSEVERE
- The compassion to LEAD
- The skills to SUCCEED



Tenby Schools Penang

Anti-Bullying Policy

The purpose of this policy

The purpose of this policy is:

- to prevent bullying from happening between children and young people who are a part of our school or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying

What is bullying?

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally

Bullying is when individuals or groups seek to harm, intimidate or coerce someone who is perceived to be vulnerable. It can involve people of any age, and can happen anywhere – at home, school or using online platforms and technologies (cyberbullying). This means it can happen at any time.

Bullying encompasses a range of behaviours which may be combined and may include the behaviours and actions we have set out below:

Verbal abuse: name-calling; saying nasty things to or about someone or their family.

Physical abuse: hitting; pushing; physical assault.

Emotional abuse: making threats; undermining someone; excluding someone from a friendship group or activities.

Cyberbullying/online bullying: excluding someone from online games, activities or friendship groups; sending threatening, upsetting or abusive messages; creating and sharing embarrassing or malicious images or videos; 'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games; voting for or against someone in an abusive poll

- setting up hate sites or groups about a particular child
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.

Bullying and cyberbullying can be a form of discrimination, particularly if it is based on a child's disability, race, religion or belief, gender identity or sexuality.



Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children:

Section 89 of the [Education and Inspections Act 2006](#), maintained schools must have a policy in place to encourage good behaviour and prevent all forms of bullying among pupils. This includes when pupils are not on school premises and are not being supervised by a member of school staff. It also gives head teachers of state schools the power to discipline students for bullying incidents that occur outside of school.

The [Independent School Standards \(England\) \(Amendment\) Regulations 2012](#) requires academies and other types of independent schools to have an anti-bullying strategy in place.

In **England**, the Department for Education (DfE) has produced [guidance for headteachers, school staff and local authorities that outlines their duty to prevent and tackle bullying that occurs in and outside of school \(PDF\)](#) (DfE, 2017).

The DfE has also produced [guidance for schools on searching, screening and confiscation \(PDF\)](#). In cases of cyberbullying school staff may use this guidance to search mobile phones (DfE, 2018b).

The Home Office has developed the [Online abuse and bullying prevention guide \(PDF\)](#) for those who work with young people in **England and Wales** to help them understand the types of online abuse, its consequences and where to go for help.

Topics covered include:

- threatening behaviour
- cyberbullying
- online grooming (Home Office, 2015).

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them

We recognise that:



- bullying causes real distress and affects a person's health and development • in some instances, bullying can cause significant harm
- all children have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.


We will seek to prevent bullying by:

- implementing the behaviour and code of conduct policies which sets out how everyone involved in our school is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, students and families who use our school about bullying and how to prevent it
- providing support and training for all staff on dealing with all forms of bullying
- putting clear and robust anti-bullying procedures in place

Further Preventative Measures

We aim to instil a strong Anti-Bullying culture across all areas of school life. In doing so we take the following preventative measures:

- A Designated Safeguarding Lead (DSL) and Deputy Designated Safeguarding Leads (DSLs) are made available to all pupils, posters are on display around the school.
- Bullying and what to do if being bullied is discussed in Tutor / Form Periods at the beginning of every term.
- We use appropriate assemblies to explain the school policy on bullying.
- Our PSHE programme is structured to give pupils an awareness of their social and moral responsibilities as they progress through the school. The programme is structured to enforce the message about community involvement and taking care of each other.
- An 'Anti Bullying Week' takes place every November when every student is involved in activities that seek to highlight issues around bullying
- All our pupils are encouraged to tell a member of staff at once if they know that bullying is taking place.
- All reported incidents are recorded and investigated at once. We always monitor reported incidents.
- Our DSL and other senior staff give support and guidance to other staff on handling and reporting of incidents and on the follow-up work with both victims and bullies.
- Staff are always on duty at times when pupils are not in class and patrol the school site. They are trained to be alert to inappropriate language or behaviour.
- We operate Buddy and Peer Mentoring schemes, whereby trained older pupils are encouraged to offer help and support to younger pupils.

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- We reserve the right to investigate incidents that take place outside school hours, on school visits and trips and that occur in the vicinity of the school, involving our students.
 - We encourage feedback from parents and guardians on the effectiveness of our preventative measures.

Possible signs / indicators of Bullying

Changes in behaviour that may indicate that a pupil is being bullied include:

- Unwillingness to return to school.
- Displays of excessive anxiety, becoming withdrawn or unusually quiet.
- Failure to produce work or producing unusually bad work, or work that appears to have been copied, interfered with or spoilt by others.
- Books, bags and other belongings suddenly go missing or are damaged.
- Change to established habits (e.g. giving up music lessons, change to accent or vocabulary).
- Diminished levels of self-confidence.
- Frequent visits to the School Office with symptoms such as stomach pains and headaches.
- Unexplained cuts and bruises.
- Frequent absence, erratic attendance or late arrival to class.
- Choosing the company of adults.
- Displaying repressed body language and poor eye contact.
- Difficulty in sleeping, experiences nightmares.
- Talking of suicide or running away.

Although there may be other causes for some of the above indicators, a repetition or a combination of these possible indicators of bullying should be investigated by parents and teachers. It must be remembered that bullying can take place anywhere, in and out of school hours, in class or at break times. Particular places and times to watch for are:

- Locker areas.
- Changing rooms.
- When lining up for lessons.
- When changing.
- Mobile phone and social networking sites.

Responding to bullying

We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- our school as a whole



Procedures for Dealing with Reported Bullying

If an incident of bullying is reported, the following procedures are adopted:

- The member of staff to whom it was reported or who first discovers the situation will control the situation if necessary, reassuring and supporting the pupils involved. Pupils should be removed to safety if necessary.
- He/she will inform the relevant Head of Year / Head of Keystage as soon as possible.
- The victim will be interviewed on his/her own and asked to write an account of events. He/she may be helped to do this. Leading questions must be avoided and factual evidence should only be taken.
- The suspected bully, together with all others who were involved, will be interviewed individually and asked to write an immediate account of events.
- The incident will be recorded and kept on the files of all pupils concerned and recorded in iSAMS.
- The Head of School will be informed and become involved if the bullying is of a serious or persistent nature and requires a greater level of intervention.
- The victim will be interviewed at a later stage by a member of the Pastoral Team from the alleged perpetrator. It will be made clear to him/her why revenge is inappropriate. He/she will be offered support to develop a strategy to help him or herself and/or access to counselling support.
- The alleged bully will be interviewed at a later stage by a member of the pastoral team, separately from the victim and it will be made clear why his/her behaviour was inappropriate and caused distress. He/she will be offered guidance on modifying his or her behaviour, together with any appropriate disciplinary sanctions.
- The parents/guardians of all parties should be informed and may be invited into school to discuss the matter. Their support should be sought. A way forward, including disciplinary sanctions and possibly counselling should be agreed. This should recognise that suitable support is needed both for students who are being bullied and for students who bully others, as well as dealing with appropriate disciplinary measures. Strong sanctions such as suspension or expulsion for repeated bullying may be necessary (as detailed in the behaviour policy).
- In very serious cases and after the Head has been involved, it may be necessary to make a report to the Police or to relevant local agency. However it is the policy of the School to attempt to resolve such issues internally under the school's own behaviour procedures, unless the matter is of such gravity that a criminal prosecution is likely.

Related policies and procedures

This policy statement should be read alongside our:



- safeguarding and child protection policy
- whistleblowing policy
- behaviour policy (students)
- code of conduct for staff