

# Anti-Bullying STEPS

## TCAT Anti-Bullying Policy

The Academy should be a place where students feel happy, safe, confident and respected. Every student has the right to learn without being teased, harassed or bullied. We expect all our learners to demonstrate the academy **KIND** and **RESPECTFUL** values.

**Bullying is not the occasional falling out or isolated name calling which is unpleasant behaviour.**

**Bullying is not a peer dispute in which both parties contribute to unpleasant behaviours.**

Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)

Holderness Academy takes all cases of bullying seriously.

Bullying is acted out through the following mediums:

- Verbally • Physically • Emotionally • Online (Cyber)

Racist bullying: Bullying another person based on their ethnic background, religion or skin colour. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.

Homophobic bullying: Bullying another person because of their actual or perceived sexual orientation.

Transphobic bullying: Bullying based on another person's gender 'variance' or for not conforming to dominant gender roles.

Sexist bullying: Bullying based on sexist attitudes expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.

Prejudicial bullying: Bullying based on prejudices directed towards specific characteristics, e.g. SEND or mental health issues.

Sexual bullying: Bullying behaviour that has a physical, psychological, verbal or non-verbal sexual dimension/dynamic that subordinates, humiliates or intimidates another person. This is commonly underpinned by sexist attitudes or gender stereotypes.

Relational Bullying: Bullying that primarily constitutes of excluding, isolating and ostracising someone usually through verbal and emotional bullying

## Bullying STEPS Program

The following is the normal hierarchy of sanctions in our staged response to bullying. A serious case of bullying, however, might result in immediate exclusion and ultimately permanent exclusion.

### **Classcharts- Unpleasant behaviour**

- One off incident- In the first instance the behaviour is classified as unpleasant behaviour, this is logged on Classcharts.

Actions;

-The Pastoral Manager will consult with the Progress Leader to decide on the appropriate sanction

### **CPOMS- Bullying Stage 1**

- Repeated unpleasant behaviour- A trend is picked up by the pastoral team through the classcharts intel events and the behaviour might be identified as bullying.

Actions;

-Pastoral Manager to log on CPOMS and alert the PL, DSL and Assistant Headteacher for Culture and Climate, also choosing the appropriate category e.g. online, homophobic etc

-Both sets of parents are informed

-Bullying contract created

-The Pastoral Team will consult with the DSL and Assistant Headteacher for Culture and Climate, which may result in a period of time in Reflection

-Support given to both the victim and the perpetrator

### **CPOMS Bullying Stage 2**

- The Stage 1 contract is broken due further unpleasant behaviours aimed towards the same student.

Actions;

-Pastoral Manager to log on CPOMS and alert the PL, DSL and Assistant Headteacher for Culture and Climate, also choosing the appropriate category e.g. online, homophobic etc

-Face to face meeting with parents

-Bullying contract reviewed and updated

-Support given to both the victim and the perpetrator

-The Pastoral Team will consult with the Assistant Headteacher for Culture and Climate to decide on the appropriate sanction which may include an FTE

### **CPOMS Bullying Stage 3**

- The stage 2 contract is broken due further unpleasant behaviours aimed towards the same student.

Actions;

-Pastoral Manager to log on CPOMS and alert the PL, DSL and Assistant Headteacher for Culture and Climate, also choosing the appropriate category e.g. online, homophobic etc

-Face to face meeting with parents

-Bullying contract reviewed and updated

-Support given to both the victim and the perpetrator

-The Pastoral tTeam will consult with the Assistant Headteacher for Culture and Climate to decide on the appropriate sanction which may include an FTE.