

Statement of Policy on Anti-Bullying

[Reviewed and agreed at Governors' Curriculum Committee meeting held on 8th May 2007 and Standards and Achievement Committee held on 2nd March 2010]

The ANTI-BULLYING POLICY should be read in conjunction with the Behaviour and Discipline Policy

1. Statement of Intent

- 1.1 We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

2. What is Bullying?

- 2.1 Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.
- 2.2 Bullying can be:
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| 2.2.1 Emotional | being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) |
| 2.2.2 Physical | pushing, kicking, hitting, punching or any use of violence |
| 2.2.3 Racist | racial taunts, graffiti, gestures |
| 2.2.4 Sexual | unwanted physical contact or sexually abusive comments |
| 2.2.5 Homophobic | because of, or focussing on the issue of sexuality |
| 2.2.6 Verbal | name-calling, sarcasm, spreading rumours, teasing |
| 2.2.7 Cyber | All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities |

3. Why is it Important to Respond to Bullying?

- 3.1 Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.
- 3.2 Schools have a responsibility to respond promptly and effectively to issues of bullying.

4. Objectives of this Policy

- 4.1 All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- 4.2 All governors and teaching and non-teaching staff should know what the College policy is on bullying, and follow it when bullying is reported.
- 4.3 All pupils and parents should know what the College policy is on bullying, and what they should do if bullying arises.
- 4.4 As a College we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- 4.5 Bullying will not be tolerated.

5. Signs and Symptoms

- 5.1 A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:
- 5.1.1 is frightened of walking to or from school
 - 5.1.2 doesn't want to go on the school / public bus
 - 5.1.3 begs to be driven to school
 - 5.1.4 changes their usual routine
 - 5.1.5 is unwilling to go to College (school-phobic)
 - 5.1.6 begins to truant
 - 5.1.7 becomes withdrawn anxious, or lacking in confidence
 - 5.1.8 starts stammering
 - 5.1.9 attempts or threatens suicide or runs away
 - 5.1.10 cries themselves to sleep at night or has nightmares
 - 5.1.11 feels ill in the morning
 - 5.1.12 begins to do poorly in schoolwork
 - 5.1.13 comes home with clothes torn or books damaged
 - 5.1.14 has possessions which are damaged or " go missing"
 - 5.1.15 asks for money or starts stealing money (to pay bully)
 - 5.1.16 has dinner or other monies continually "lost"
 - 5.1.17 has unexplained cuts or bruises
 - 5.1.18 comes home starving (money / lunch has been stolen)
 - 5.1.19 becomes aggressive, disruptive or unreasonable
 - 5.1.20 is bullying other children or siblings
 - 5.1.21 stops eating
 - 5.1.22 is frightened to say what's wrong
 - 5.1.23 gives improbable excuses for any of the above
 - 5.1.24 is afraid to use the internet or mobile phone
 - 5.1.25 is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

6. Procedures

- 6.1 Report bullying incidents to staff
- 6.2 Provide staff with evidence such as notes, print-outs etc.
- 6.3 In cases of serious bullying, the incidents will be recorded by staff
- 6.4 In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- 6.5 If necessary and appropriate, police will be consulted
- 6.6 The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- 6.7 An attempt will be made to help the bully (bullies) change their behaviour

7 Outcomes

- 7.1 The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 7.2 In serious cases, isolation or even exclusion will be considered
- 7.3 If possible, the pupils will be reconciled
- 7.4 After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

8 Prevention

The following are some of the measures taken by the College to prevent bullying from happening

- 8.1 Staff are on-duty at breaktimes and lunchtimes around the College including the field
- 8.2 Staff are vigilant when walking the corridors
- 8.3 The College has cameras that cover a large number of corridors and outdoor areas
- 8.4 There are quiet areas available in Learning Support, Learning Resource Centre and in the Technology Quad where students can feel especially secure as these are supervised daily
- 8.5 Tutors and Subject teachers are trained to identify any chances in the way a child is in class and to discuss issues of concern
- 8.6 Students will be given opportunities as part of the curriculum, including Conference Days to explore the issues related to power, motives, feelings of victims, consequences and prevention of bullying
- 8.7 Students receive information about safe practises on the Internet and Cyber-bullying specifically in Year 8 and Year 10
- 8.8 The College has a very thorough IT monitoring system that is operated by the Network Manager which enables any students files to be investigated for access to email or other services thus making Cyber-bullying in College time impossible to go undetected
- 8.9 The College has a Peer Mentoring scheme in operation
- 8.10 The student Support Team will be available to deal with any issues between students. These staff will create an ethos of sharing difficulties and helping students to resolve problems
- 8.11 Students are made aware that anyone receiving upsetting texts or emails should save them and in the case of email print them out and bring them into their Head Of Year or another member of the Support Team