

## ANTI BULLYING POLICY

### A working document

<b>Committee:</b>	Teaching & Learning Committee
<b>Approved by Governors:</b>	
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### Bullying

Bullying is defined as persistent, deliberate attempts to hurt or humiliate someone. One-off incidents, whilst they may be very serious and must always be dealt with, do not fall within the definition of bullying. Bullying is repetitive, meaning either that an individual conducts the same pattern of bullying behaviour towards different children or that one or more children are targeted to bear the brunt of repeated bullying behaviour from an individual or a group. Bullying can be carried out physically, verbally, emotionally or through the use of technologies.

### **Bullying can include persistent, deliberate attempts to hurt or humiliate someone through:**

Emotional	-	Excluding and tormenting others.
Physical	-	Pushing, kicking, hitting, punching or any use of violence. Racist - Racial taunts, graffiti, gestures.
Sexual	-	Sexual harassment in any form is bullying e.g. unwanted physical contact, sexually abusive comments
Verbal	-	Name-calling, sarcasm, spreading rumours, teasing.
Cyber	-	All types of communication technologies, such as e-mail, texting, messaging and social networking.
Prejudice	-	On the grounds of different interests/religious belief or observance (or difference/inferior economic status) i.e. pupils can be bullied for being interested in things considered 'uncool' by a group or 'in-crowd', including prejudice against pupils with SEND.
Homophobic-		Because of, or focusing on, the issue of sexual orientation (perceived or actual).

Bullying in any form is unacceptable. It can occur in any school institution, even the most caring, and is always unacceptable and will be dealt with. The school is strongly committed to ensuring that bullying does not take place. Where issues of bullying take place out of school and the school is made aware of this, and then it may be necessary to act on that information to ensure the positive welfare of pupils in school. It may be that parents (or other agencies such as the police) are contacted to pass on information that has been given to the school. It may also on occasion be necessary to take some actions in school to ensure good conduct of pupils at school. Three documents that clarify the positive ways that we try to ensure this are out in three Appendices:

Code of Conduct (ACT) Anti-Bullying code (SAFE)  
Pupils' Equal Opportunities Policy (P.E.O.P.L.E.)

The school e-safety policy also sets out how pupils can keep safe when on line or using electronic media, and how the school may respond in instances involving inappropriate use of such media.

### **How issues of bullying may be followed up**

If bullying is found to occur it must always be dealt with. When staff are aware of this they must always follow it up, either directly or through referral to a line manager. It is usually the case that issues of bullying or potential bullying would be highlighted to the relevant Head of Year, Assistant Principal and where appropriate, the Head of School. Where verbal and/or physical bullying occurs, the sanctions would be in line with those described under verbal and physical abuse. Appropriate sanctions could be used for any other forms of bullying.

The aims must always be:

- To stop the bullying
- To support the victim
- To change the behaviour of the person bullying
- To bring some form of reconciliation, if at all possible, between the offender and victim

### **Action to be taken when bullying is suspected:**

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken: -

We support the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with a member of the Restorative Justice team attached to each year team.
- Informing the victims' parents.
- By offering continuing support when they feel they need it.
- By taking steps described below to prevent more bullying.

We also discipline, yet try to help the person bullying in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the parents of the offending behaviour.
- By continuing to work with the offending pupil in order to correct their bullying activities and attitudes
- By taking disciplinary steps described below to prevent more bullying.
- By working with the Restorative Justice team to achieve an amicable outcome.

### **Disciplinary steps for a pupil involved in bullying:**

- They will be warned officially to stop offending and appropriate sanctions will be given, depending on the individual circumstances.
- The parents of the offending pupil will be informed.
- The pupil causing a problem may be placed on report, which will clearly indicate the consequences if they do not stop their bullying activities.
- If they do not stop bullying they may be isolated within school during break and lunchtime or Secluded/Excluded for a fixed period (one or two days).
- If they then carry on they will be recommended for a longer fixed period of exclusion (which would include 1 day of seclusion during which the Restorative Justice work will be completed).
- As with any persistent poor behaviour, an escalating scale of support and sanctions will be used.
- Issues involving bullying will be logged, and these logs will be reviewed to check for patterns and trends.



## Appendices –ACT / SAFE / PEOPLE Policies CODE

### OF CONDUCT - A.C.T.

#### To Achieve our full potential in our work

At all times we must

##### A.C.T.

- By working hard, listening and contributing constructively in class
- By completing homework and meeting deadlines
- By presenting work which has been done with care and thought
- By having the equipment needed to work effectively

#### Be Courteous, Caring and Considerate

At all times we must

##### A.C.T.

- By respecting other people and their property
- By being polite in speech and behaviour
- By being punctual
- By moving around the college in a sensible way

#### Be Tidy and Safety conscious

At all times we must

##### A.C.T.

- By wearing correct school uniform
- By caring for the college and its environment
- By observing all safety rules
- By keeping the college site free from litter

In our college we all have the right to be valued. We are here to make best use of our time and to fulfil our potential.

#### Anti-Bullying Code - S.A.F.E

- Stand against any behaviour which is deliberately hurtful, is repeated over time and makes you feel defenceless. However, do not become aggressive or violent. Rise above the bully's tactics.
- All teachers are here to support you. They have the power to stop the bully if you cannot. They can't read your minds though! If you want them to help you, you really need to tell them.
- Fear of bullying getting worse is not a good reason to keep it to yourself. The problem will grow if you are silent. You have a chance of stopping it if you tell a friend or teacher.
- Everyone has the right to feel happy and secure at this school. No-one has the right to make you feel unhappy.

**THE LONGER YOU LEAVE IT, THE WORSE IT GETS.**



## **Pupils' Equal Opportunities Policy means Learning for Everyone - P.E.O.P.L.E.**

At CVC we aim to live in an educational environment which allows pupils to conduct their school lives in an atmosphere of freedom, tolerance and optimism about who they are and about who they might be. We hope to achieve this as follows:

### **Equality of Opportunity is achieved through:**

- Access to the curriculum for all both in and out of school.
- Wide curriculum access without gender bias.
- Promotion of knowledge and understanding of others through the Personal Development and Citizenship programme.

### **Racial Equality and Good Race Relations is encouraged by:**

- The challenging and avoidance of stereotypes
- Positive views of difference
- Appreciation of diversity
- An active PD programme
- Promotion through curriculum content and delivery, where appropriate
- Clear Racial Harassment policy procedures.

### **Prejudice and Discrimination are dealt with through:**

- Allowing and accepting difference in people
- Valuing of varieties of abilities and talents
- Respect for diversity of belief
- Respect for cultural diversity

The aim is always positively to encourage proper respect for others. This implies bullying cannot be tolerated.