

CHURCHILL COMMUNITY COLLEGE ANTI-BULLYING POLICY

Background to the policy:

This policy outlines the commitment to providing a caring, safe environment so all students can learn in a secure atmosphere, protected from harassment, bullying and discrimination. Children and young people have a right to be protected from harm and discrimination. They should be able to live in an environment in which they are free from harassment, bullying and discrimination

This Policy applies to: All Students and staff

This Policy came into effect: March 2004

Date of last review: January 2016

Statement of the policy:

The aim of the anti-bullying policy is to ensure that pupils play, learn and socialise in a supportive, caring and safe environment without fear of being bullied.

Bullying of any kind is unacceptable at Churchill Community College. This includes non-verbal, verbal, indirect, cyber, homophobic, racist, sexual, social and SEN bullying.

This policy has been updated in consultation with young people, parents, staff and governors.

What is bullying?

The definition of bullying is:

‘behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally’. Bullying can take many forms (e.g. cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities.

Bullying in itself is not a specific criminal offence in the UK, but harassing or threatening behaviour can be a criminal offence. If staff at Churchill feel that an offence may have been committed, they will seek assistance from the police e.g. it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

TYPES OF BULLYING

- Non-verbal: kicking, hitting, damaging or taking belongings
- Verbal: name calling, taunting
- Indirect: spreading rumours, excluding

Cyber-bullying

The rapid development of, and widespread access to, technology has provided a new medium for ‘virtual’ bullying, which can occur in or outside school. Cyber- bullying can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

Homophobic bullying

This occurs when bullying is motivated by a prejudice against lesbian, gay, transgender or bisexual people.

Racist bullying

This is behaviour or language that makes a pupil feel unwelcome or marginalised because of their colour, ethnicity, culture, religion or national origin.

Sexual bullying

This would involve making lewd or inappropriate comments to LGBT students (lesbian, gay, bisexual and transgender). Using the term 'gay' in a derogatory way is part of this type of bullying.

Social/Environmental

This is where young people are targeted due to an inequality of wealth.

Additional Educational Needs/ Special Educational Needs

This is behaviour which makes a pupil with additional needs feel marginalised e.g. students with difficulties with their sight, hearing, medical condition, a physical disability or learning.

SIGNS OF BULLYING

Young people who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Bullying Outside School Premises

Head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises, even when they are not under the lawful charge of a member of school staff. (Education and Inspections Act 2006). This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it will be investigated and acted on. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will be informed.

DEALING WITH BULLYING

The responsibility for dealing with bullying needs to be shared between students, parents and the College to lead to the best outcomes.

Students are encouraged to be assertive and supportive in their relationships with others, and will be given support in College where they struggle with this. We create an anti-bullying culture at Churchill through discussing the issues of bullying in assemblies, tutor time and the PSHCE programme. Students are encouraged to be safe on-line and awareness of the dangers of social networking is addressed.

All staff are aware of their responsibility to listen and to take seriously any allegation of bullying and fully investigate all incidents reported to them. Training is provided for staff to help them deal with bullying issues e.g. homophobic bullying and e safety training

Parents/carers will be informed about all reported incidents of bullying and need to inform the College of incidents reported to them by their child in order that the issue can be investigated. Parents/carers will be informed of their right to appeal to the Governors Disciplinary Committee if they are unhappy with the response from College.

Actions taken for all reported cases of bullying:

- If a student says they are being bullied, the issue will be investigated, whether it has taken place at school or outside.
- The Learning Coordinator (LC) will talk through the issues with the student and fill in a **Bullying Tracking sheet**
- The LC will discuss with the student how they will deal with the issue as they fill in the sheet together
- Strategies will be implemented until the student feels the bullying has stopped
- The LC will meet the student after the case is closed to check that they are still happy
- All LC keep a Bullying Log to record issues of bullying that have been reported and dealt with, with the type of bullying recorded on this Log.
- Parents will be informed and included in discussion about the interventions
- Students suspected of cyber bullying will be asked to show content on their phones/devices and asked to delete any inappropriate content

Interventions

To prevent bullying:

- The positive behaviour that the school values will be shared through assemblies, tutor time, PSHCE lessons in order that bullying does not take place e.g. openly discussing differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality, also children with different family situations, such as looked after children or those with caring responsibilities.
- Staff will challenge any poor behaviour seen anywhere in the College e.g. name calling, use of prejudice language.
- Student opinion will be sought regularly to ensure that bullying does not take place. Changes will be implemented by the College to support students if they feel issues are not being dealt with effectively.
- Safety walks will take place termly to ensure that students feel safe around the College and any issues that arise will be addressed.

If bullying has taken place

- Reassuring the student who had been bullied and offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Learning Mentors or the College Counsellor may support the student who has been bullied
- Discovering why the pupil became involved, and establishing the wrong doing and need to change

- Informing parents or carers to help change the attitude of the young person who has been a bully
- Internal FDR exclusion or Fixed Term Exclusion to home for the bully.
- Incidents may be addressed both within and outside of the College,

seeking external support from the Local Authority or Police if necessary
- Reported incidents may lead to referral to the Governors Disciplinary Committee or to permanent exclusion
- Partner agencies will be included, where appropriate, in developing an action plan to address the problem e.g. CAHMS

Links to other policies:

- 🕒 North Tyneside Council Safe to Learn Policy for Parents and Carers
- 🕒 Behaviour and Rewards Policy
- 🕒 Child Protection Policy
- 🕒 E safety policy

Monitoring of impact:

Review evidence will be in the form of a termly review by the Guidance Team, using information from the Bullying Log and feedback from students and parents.

CHURCHILL COMMUNITY COLLEGE - Anti-bullying advice to Parents

- Talk to your child on a regular basis, so any problem is easier to share.
- Listen to what they say – and believe it.
- Encourage your child to feel good about themselves, realising that we are all different and equally important.
- If you believe your child is being bullied, or is a bully, talk to other adults at home or at College and explore the options, don't stay silent.
- Ensure that your child is safe on-line and that they are aware of the dangers of social networking. If anyone is bullying your child on-line, keep a copy of the evidence and contact the school and/or the police.

Possible options for your child might be:

- (i) Remaining in safe places within the College at break and lunchtime where staff are on duty
- (ii) Walking home with a group of friends.
- (iii) Trying not to be on their own
- (iv) Telling a trusted member of staff when they are upset about issues
- (v) Blocking other students on social media

If your child is a victim assure them that it is not their fault and that you are going to do something to help. Work with staff at the college to resolve the issue. Children cannot solve bullying on their own. They need the support of parents and the College. If you are unhappy with the response you have had from the College you have the right to appeal to the College Governors.

The main people to contact at College are your child's tutor and Learning Coordinator. If these members of staff are unavailable the receptionist will contact a member of the College Leadership Team to talk to you.

CHURCHILL COMMUNITY COLLEGE

ANTI-BULLYING ADVICE TO STUDENTS

ADVICE

- ⌚ Tell someone you can trust, a friend or a member of staff .A problem becomes smaller if it is shared.
- ⌚ If someone is upsetting you with comments, tell someone, you are not being a 'grass', you are seeking help. Do not be embarrassed to ask for help, we all need it sometimes. We cannot help if we do not know about the problems you are having.
- ⌚ Walk away if you can. It is hard to bully someone who walks away from a situation, walking away is a sign of strength.
- ⌚ Stay with a group of friends. Try not to be on your own at the times you do not feel safe.
- ⌚ It often helps to keep a record of what is happening and when. (the college can give you a special diary to help you keep this record.)
- ⌚ Try to support anyone you know who is being bullied.
- ⌚ Ask your parents, carer, a friend, a brother or sister, to speak to someone at the College.

REMEMBER – IT IS NOT YOUR FAULT

The main people to contact at college are your tutor or your Learning Coordinator BUT any other member you feel comfortable talking to will help you.

Churchill Community College Anti-bullying advice to Staff

Your responsibility is to:

- ⌚ Provide an environment where students feel safe and secure
- ⌚ Act as a role model for anti-bullying
- ⌚ Emphasise through your teaching, everyone's right to attend College free from fear and intimidation
- ⌚ Encourage a positive attitude towards reporting incidents
- ⌚ Listen to the student

- ⌚ Respond positively to what you have been told
- ⌚ Advise students on strategies to “keep safe”
- ⌚ Offer support to both the victim and the bully
- ⌚ Inform the appropriate Learning Coordinator
- ⌚ Record incidents on SIMS
- ⌚ Adopt a no blame approach

Further sources of information

DfE Behaviour and Discipline in Schools Guidance

Legislative links

Schools’ duty to promote good behaviour: Section 89 Education and Inspections Act 2006 and Education (Independent School Standards) (England) Regulations 2010 Power to tackle poor behaviour outside school The Equality Act 2010

Specialist organisations

The Anti-Bullying Alliance (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

BeatBullying: A bullying prevention charity with an emphasis on working directly with children and young people. In addition to lesson plans and resources for parents,

BeatBullying have developed a peer support programme for young people affected by bullying. Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

The Diana Award: Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.

The BIG Award: The Bullying Intervention Group (BIG) offer a national scheme and award for schools to tackle bullying effectively.

Restorative Justice Council: Includes best practice guidance for practitioners 2011.

Cyber-bullying

ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves

Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.

Digizen: provides online safety information for educators, parents, carers and young people.

LGBT

EACH: A training agency for employers and organisations seeking to tackle discrimination on the grounds of gender and sexual orientation. Schools Out:

Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education.

Stonewall: An LGB equality organisation with considerable expertise in LGB bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers.

SEND

Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people.

Changing Faces: Provide online resources and training to schools on bullying because of physical difference.

Cyberbullying and children and young people with SEN and disabilities: Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying practice.

Racism

Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism. Kick it Out: Uses the appeal of football to educate young people about racism and provide education packs for schools.

Anne Frank Trust: Runs a schools project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural

diversity.

Please note that internal servers may block access to some of these sites. Schools wishing to access these materials may need to adjust their settings

Maintaining, Monitoring and Evaluating the Policy

The policy is updated annually in consultation with all stakeholders. Governors and trustees are involved in the reviewing and approving of the policy.

This policy has been agreed by: _____ David Baldwin, Headteacher

Chair of Governors _____ NASUWT _____ UNISON