



## Anti-Bullying Policy

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### Principles

- All learners have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.
- The school has a responsibility for responding to incidents of bullying and to emphasise to staff, learners and their parents/carers the college's zero tolerance towards bullying.

### Definition

Bullying is when people systematically and deliberately, hurt, harass or intimidate someone else by:

- Calling them names
- Teasing
- Punching, pushing
- Forcing to hand over money, mobiles or other possessions
- Sending abusive or threatening notes, text messages, emails or by other electronic means e.g. msn, facebook etc
- Spreading rumours
- Ignoring or leaving out
- Attacking someone because of their religion, gender, sexuality, disability, appearance, ethnicity or race

### Aims

- To fulfil the schools statutory responsibility to respect the rights of learners and to safeguard and promote their welfare.
- To address the problem of bullying through the implementation of the whole school policy and procedures.

### Objectives

- To raise awareness among staff, learners, parents/carers about the issue of bullying to create an environment in which bullying is seen as unacceptable.
- To be proactive in the prevention of bullying.
- To make learners, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
- To accurately record all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.
- To address with bullies their problematic behaviour in a fair and firm manner in line with the college's behaviour policy, providing support to enable them to change their behaviour.

### Prevention

- All staff involved will be made aware of the policy through whole school staff meetings. Staff will be encouraged to apply the policy consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to learners that bullying is unacceptable and will take positive action to prevent and control it.

In addition the issue of bullying will be raised with learners at a number of levels including:

- At whole school level - through assemblies where learners will be informed of the policy and the actions that will be taken to prevent bullying taking place.
- At classroom level - during tutor time and PHSCE time. A website will be available for information.
- At an individual level - form tutors will support individual victims and refer to designated members of staff as appropriate. Learners can report bullying incidents to their form tutor via the VLE.
- Parents who believe their children are the victims of bullying should share their concerns with key members of the school staff and be prepared to work with staff to resolve the difficulties.

### **Incident responses**

There is a graded response to bullying incidents in line with the Additional Needs Policy.

Green: Form Tutors. Educational Teaching Assistants. The school also has a number of peer mentors who can act in a befrienders capacity to support individual victims  
Amber: Learning Mentors, Student Support Managers, Student Support Officers  
Red: Senior & Extended Leadership Teams

Peer mentors will receive training each summer term (Years 7 & 8). The selection of peer mentors will be made in liaison with Form Tutors and Additional Needs staff.

Peer mentors will meet periodically with key members of staff to keep momentum and resolve any difficulties/anxieties.

### **Documentation**

All incidents will be recorded on a bullying referral slip, which will indicate action taken, and by whom. All slips will be retained for analysis.

In line with the School Behaviour policy, serious negative behaviour will be recorded on learners logs (SIMS).

Incidents of bullying with a racist content or motivation will be recorded in line with the 'Guidelines and Procedures for Dealing with Racist Incidents' by the Headteacher.

### **For the bully**

Green level - Low level incidents will be resolved by form tutors. A second referral will automatically trigger further action by the form tutor, which may include:

- Talking to both parties
- Eliciting an apology, verbal or written
- Detention
- Contacting parents
- Loss of lunch/break times
- Report
- Adult mediation between the bully and victim
- Rewards/positive reinforcement to promote change and bring unacceptable behaviour under control
- Move to amber/red

At amber and red level where the incidents are serious or sustained, parents/carers will be involved and fixed term exclusion may be considered.