

Exmouth Community College



ANTI BULLYING POLICY

Policy Details	Date
Policy Written	Marianne Skinner
Policy ratified by	Curriculum Committee
Policy agreed by governors	19.03.19
Review Cycle	Annually
Policy Review date	Spring 2 2020

This strategy is designed to meet Department of Health and Department for Education and Employment requirements and to comply with the Human Rights Act 1998.

The College is legally responsible only for incidents of bullying which occur on College premises. It is, however, concerned about student conduct and welfare outside College and will address issues that come to light from other sources. The College works closely with social services, the police and other agencies.

This strategy has been drawn up by the College in consultation with students, staff, the parent association and the governors

DEFINITION

We have taken on board the ATL / DFES definition of bullying which states that 'Bullying is deliberately hurtful behaviour repeated often over a period of time'.

Bullying is repeated behaviour by one person or group intended or perceived to cause hurt, pain, suffering, humiliation or degradation to another person or group.

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting [eg: hiding books, threatening gestures]
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Racist** - racial taunts, graffiti, gestures
- **Sexual** - unwanted physical contact or sexually abusive comments
- **Homophobic** - because of, or focussing on the issue of sexuality
- **Verbal** - name-calling, sarcasm, spreading rumour, teasing, sending abusive messages on the internet, making silent or abusive phone calls, or texting.

E BULLYING AND E SAFETY

Any form of bullying using electronic means is unacceptable.

Any form of bullying of a college student (done at college/home or other location) using web based or other electronic applications and/or hardware is unacceptable and disciplinary action will be taken by the college, The "Acceptable Use" of ICT policy as published in Staff Handbook, Parent Guide and Homework Diary must be followed at all times.

There may be other behaviours and forms of bullying that are not listed above but which are deemed hurtful by the victim and which would fall into the definition of bullying.

PRINCIPLES

- Bullying behaviour is unacceptable in any form.
- All children have a right to an education free from fear, harassment or degradation.
- Bullying behaviour is a problem specifically for the bully, the victim and the Immediate bystander. Each party must be helped in a sustained and concerted way.
- It is also a problem for the College as a whole as it is likely to impede teaching and learning.
- Best outcomes follow when the College can work with parents / carers to address Concerns about bullying behaviour and victimisation. Bullying is everyone's responsibility and must be acted against at all times.

AIMS

- To provide a caring friendly, and safe environment for all students and staff, where bullying is not acceptable.
- To have a coherent set of strategies designed to prevent bullying.
- To create an environment where those who know about bullying will be prepared to inform and / or seek help in the knowledge that their concerns will be listened to and addressed.
- To involve and educate students, staff and parents / carers, in acting against bullying whenever and wherever it occurs.
- To develop a consistent set of strategies that will help those involved in bullying to change their behaviour and address the problems that cause them to bully. This may involve the use of outside support agencies where specialist intervention is required.
- To support and educate the victim on how to avoid future incidents where appropriate.

PREVENTION

The issue of bullying will be raised with students on many occasions to promote an environment where bullying is not acceptable.

This will be done at a number of levels including:

- at whole College level – through assemblies and ‘thought for the day’, and through the College Council
- at classroom level – during lesson time , Tutor time, circle time, CPHSE lessons the College teaches students the dangers of using email and social networking sites
- at individual level – students will be encouraged to talk to peer mentors, staff or counsellors about incidents of bullying they may be aware of, or, if they feel they may be at risk of bullying, so that they can be offered additional support and guidance
- through governors, parents / carers, who will be kept informed about the College’s anti-bullying strategies, encouraged to share any concerns they may have at the earliest opportunity, and motivated to work with the College to resolve the problem and the College web site has guidance pages and appropriate links for staff/students and parents regarding appropriate use of ICT.

STRATEGIES / PROCEDURES

The strategy is implemented by the following:

Creating the climate:

Students, staff and governors will be encouraged to:

- have positive self-regard
- care for each other
- be open about bullying
- turn to someone with their concerns and fears.

Creating a safe environment

- All staff have a responsibility for dealing with bullying and for the rigorous application of this strategy. Staff will be vigilant to any signs of bullying and any incidents will be fully documented from the initial incident through to the resolution of the problem.
- Senior management will have regard to the College timetable as to times and places where students may be more vulnerable to bullying eg: lunch and break times, and the beginning and end of the school day. They will ensure that at such times there is supervision available to reduce the risk of bullying incidents.
- Parents / carers will be kept informed of the College's anti bullying strategy throughout their child's time at the College. It will be an integral part of the parents' handbook and the website, and will be reinforced through newsletters, at parents' evenings, [in particular at the new intake evenings], and through discussion with their child's tutor/ teachers. Where there are specific concerns, the parents / carers will be informed and encouraged to work together, according to the spirit of the Triangle of Partnership Agreement, with the members of staff with direct responsibility for the student.

ACTIONS AGAINST BULLYING

- 1 Initial incidents may be dealt with by classroom teachers, Tutors or peer counsellors who will have been given appropriate training to act as intermediaries between student / student. Many issues will be settled in these ways and the students will become more aware of what is unacceptable behaviour and given strategies on how to resolve issues.
- 2 Where issues cannot be resolved informally in these ways, the College will follow a clear set of guidelines for dealing with incidents involving:
 - encouraging students to report further incidents of bullying to staff. [This may be a teaching assistant, the classroom teacher, Tutor]
 - recording of incidents by the relevant member of staff, informing of parents at the appropriate stage
 - a full and fair investigation and set of procedures agreed to stop the bullying. If possible, the students will be reconciled
 - a range of strategies to help the bullies change their behaviour and to empower the victims to deal with similar situations.
 - for the victim and immediate bystander – protection, sympathy/empathy/counselling offered and advice on how to avoid future incidents, mediation [where appropriate] and support and seeing that action has been taken against the bully
 - for the bully – reinforcement that their behaviour is unacceptable, awareness of the effects of their action, proportionate use of fairly and consistently applied sanctions [possibility of exclusions for serious cases]; advice, reinforcement and support for improved behaviour.
- 3 If these strategies and responses do not lead to a resolution of the bullying or the bullying becomes more serious, there will be a clear chain of progression up to Senior Management, so that the bullying issues and the victim[s] are treated with an appropriate level of seriousness and expertise.

Parents / Carers of the bully [bullies] and the victim[s] will be kept informed, where appropriate, of the seriousness of the on-going situation, asked to attend formal meetings, if necessary, to discuss the problem and agree written contracts of behaviour that will be monitored regularly. Alongside this, there will be a clear support programme for both the bully and the victim, where appropriate, involving the Pastoral Support Programme and / or the Behaviour Support Centre.

At any point, outside agencies may become involved eg: social services, the police, to provide expertise. Parents/ carers will also be encouraged to seek professional help for their child eg: through their GP.

- 4 In extreme cases, where the College has tried all available strategies with no improvement, a recommendation may be made to Governors with supporting documentation, for permanent exclusion. This follows DCC guidelines and may be the final outcome, in order to ensure the safety of other students at the College.

This policy should be read in conjunction with the Equality Policy. No one will unlawfully be disadvantaged on the grounds of age, race or ethnicity, disability, gender and marital status, gender identity, sexual orientation, religion or belief under the operation of this policy.

This policy is also compliant with General Data Protection Regulation