

<b>CAMBOURNE VILLAGE COLLEGE ANTI BULLYING POLICY</b>	
<b>Committee:</b>	Teaching and Learning
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## **Bullying**

Bullying is defined as repeated, deliberate, negative behaviour which makes a person feel upset, humiliated, uncomfortable, or unsafe. 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 bullying behaviour from an individual or a group. Bullying can be carried out physically, verbally, emotionally or indirectly through technology. Bullying can be subtle such as repeated and deliberate exclusion of someone, spreading rumours about someone or undermining them.

### **Bullying can take a number of forms including, for example:**

- Emotional - Excluding, frightening, humiliating, tormenting or damaging the self-esteem of the victim
- Physical - Pushing, kicking, hitting, punching, or any physical contact intended to intimidate or hurt the victim
- Verbal - Name-calling, sarcasm, spreading rumours, threatening, teasing. This may target those with differences to the bully, such as their interests or economic status.
- Cyber - This can occur over all digital devices like mobile phones, computers and tablets. Cyberbullying behaviour can occur through a variety of communications including e-mail, texting, gaming, apps, forums, social media platforms and messaging associated with social media.
- Sexual - Sexual harassment e.g. unwanted physical contact, sexually abusive comments.
- Prejudicial - Bullying of a person based on a protected characteristic that they hold:

- Age
- Race
- Religion or belief
- Sex
- Sexual orientation
- Disability
- Gender reassignment
- Pregnancy or maternity
- Marriage or civil partnership

Bullying in any form is unacceptable. It can occur in any school institution, even the most caring. It is always unacceptable and will be dealt with.

Cambourne Village College 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, 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 in light of out-of-school incidents.

Three documents that clarify the positive ways that we try to safeguard all pupils and promote kind treatment of all members of our college community are in the following three Appendices:

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

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

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

If bullying is found to occur, it must always be dealt with. When staff are aware of bullying instances, they must follow these 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 Form Tutor, Head of Year and Assistant Principal. Appropriate sanctions will be used for any forms of bullying, in line with those used for issues of similar gravity at Cambourne Village College.

The aims of dealing with bullying will 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 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, an appropriate number of actions from the following will be used:

We support the victims by:

- Offering them an immediate opportunity to talk about their experience
- Offering the chance to speak to a member of the well-being team
- Informing their parents
- Offering continuing support when they feel they need it
- Ensuring they feel valued and know that bullying is not a reflection on themselves
- Taking steps to prevent more bullying.

We also sanction, yet try to help the person bullying by:

- Talking about what happened, to discover why they behaved in this way
- Working with the offending pupil in order to correct their attitudes which led to bullying
- Taking disciplinary steps to prevent more bullying
- Working with them to achieve restorative justice.

Disciplinary steps for a pupil involved in bullying will include the appropriate steps from the list below, given the reported incident and any other circumstances pertinent to the situation. As with any persistent poor behaviour, an escalating scale of support and sanctions will be used:

- Formal warning that the behaviour must stop
- Information logged on school system
- Parents of the offending pupil informed
- The pupil may be placed on report, which will clearly indicate the consequences if they do not stop the bullying activities
- Loss of social time
- Isolation, seclusion or exclusion
- Issues involving bullying will be reviewed to check for patterns and trends
- Where the behaviour is potentially criminal, the school may recommend that the victim's family report it to the Police. The school may also report such cases directly to the Police.

## Appendices –RESPECT / SAFE / PEOPLE Policies

### CODE OF CONDUCT - RESPECT

#### **Respect for the community**

Respecting your community involves:

- Respecting your peers
- Respecting all staff members
- Respecting others outside the school
- Supporting charities
- Doing our best to enrich the community in Cambourne.

#### **Respect for self**

Respecting yourself involves:

- Being aware of your mental and physical well-being
- Asking for support when you need it
- Working to your full potential
- Wearing the correct uniform
- Understanding your right to be respected by others.

#### **Respect for the environment**

Respecting your environment involves:

- ▶ Respecting the school facilities
- ▶ Respecting the safety of yourself and of others
- ▶ Respecting the environment in and outside school
- ▶ Being eco-friendly (e.g. recycling, not littering, turning the taps off).

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. These are all the ways we show respect in and around our College. We hope that you can take these values into your everyday lives, not only in and around The College but also outside it, in the wider community.

## **ANTI-BULLYING CODE – S.T.O.P.**

- **S**top bullying now.
- **T**ake a stand. Tell the bully to stop. Walk away from the situation.
- **O**pen up. Talk to an adult you trust or ask a peer to help you. Bullying should always be reported.
- **P**rotect your peers. Step in and/or report bullying that you see. Everyone has the right to feel happy and secure at this school. If you see something and say nothing, you are part of the problem.

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

At Cambourne Village College 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
- The work of the well-being prefects as well as the Equality, Diversity and Well-being team on equality, disability and mental health
- Promotion of knowledge and understanding of others through the Personal Development and Citizenship programme

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

- The challenging and avoidance of stereotypes
- Positive views of difference
- Appreciation of diversity
- An active PSHE programme
- Promotion through curriculum content and delivery, where appropriate
- The work of the well-being prefects as well as the equality, diversity and well-being team on race
- Clear Racial Harassment policy procedures

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

- Allowing and accepting difference in people
- Valuing of everyone's different abilities and talents
- The work of the whole prefect team, especially the Well-being Prefect and Well-being team on gender and sexuality
- Education about different people in our community and the wider world
- 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.