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## ANTI BULLYING POLICY

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<b>Committee:</b>	Curriculum and Community
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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 and can take a number of forms including:**

- Emotional - Excluding and tormenting others.
- Physical - Pushing, kicking, hitting, punching or any use of violence.
- Racist - Racial taunts, graffiti, gestures.
- Sexual - Sexual harassment e.g. unwanted physical contact, sexually abusive comments.
- Homophobic - Because of, or focussing on, the issue of sexual orientation.
- Verbal - Name-calling, sarcasm, spreading rumours, teasing.
- Cyber - Carried out via all types of communication technologies, such as e-mail, texting, messaging and social networking.
- Prejudice - On the grounds of different interests (or difference in 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.

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 and the issue is addressed periodically through assemblies and in PSHE lessons, where the importance of speaking out against bullying and of not being 'a bystander' are emphasised. 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. Documents that clarify the positive ways that we try to ensure this are in two Appendices:

Code of Conduct (RESPECT)  
Anti-Bullying code (SAFE)

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 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 and Assistant Principal. Where verbal and/or physical bullying occurs, the sanctions would be in line with those described under verbal and physical abuse. Particularly serious cases of bullying are referred to the Head of Pastoral Interventions who will work with the identified pupil over a number of sessions, in order to ensure that the pupil is made fully aware of the impact of his or her actions, and to effect change. 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
- By offering the chance to speak to a member of the well-being team
- By 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
- 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 them to achieve restorative justice.

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

- The pupil 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 s/he does not stop the bullying activities
- If the pupil does not stop bullying, s/he may lose social time, and be placed in isolation or seclusion, according to the extent of the bullying behaviour
- 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.

## Appendix: Respect and SAFE 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.A.F.E

- **S** 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.
- **A** 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.
- **F** 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.
- **E** 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.**