

EGGBUCKLAND
COMMUNITY COLLEGE

Anti-bullying Policy



THE PERFECT ENVIRONMENT
LEARNING | CARING | ACHIEVING

Eggbuckland Community College

Policy:	Anti-Bullying Policy (Students)
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Policy Type:	Non-Statutory

This Policy is inline with:

- Department for Education: Preventing and tackling bullying. Advice for headteachers, staff and governing bodies.
- Keeping Children Safe in Education (Statutory guidance for schools and colleges)

Eggbuckland Community College Anti-Bullying Policy

Introduction

Eggbuckland Community College recognises that all students whatever their religion, ethnicity, race, culture, sexual orientation or academic ability have the right to feel and be secure during their time at the college in order to fully benefit from the opportunities available. Everyone has the right to learn in a caring, friendly and safe environment, free from the threat of bullying or harassment. Bullying of every kind is unacceptable. It is our aim to develop an environment where students feel safe to speak up about bullying and where they know that an incident will be responded to quickly and effectively. It is our expectation that students can help to develop the ethos of speaking about incidents of bullying, without fear or reprisals and that anything will be dealt with promptly and effectively.

Objectives of this policy

1. All staff, students and parents should have an understanding of what bullying is.
2. All staff should know what the college policy is on bullying, and follow it when bullying is reported to them.
3. All students and parents should know what the college policy is on bullying, and what they should do if bullying arises.
4. As a college we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
5. Bullying will not be tolerated.

Definition:

The Department of Education (DfE) defines bullying as:

‘Behaviour by an individual or group, usually repeated over a period of time, that intentionally hurts another individual or group either physically or emotionally’

Creating a culture to prevent bullying:

While recognising that bullying happens in all schools and within the wider community, parents/carers and students at Eggbuckland Community College are encouraged to report incidents of bullying to any member of staff as soon as possible, and be confident that action will be taken as per the college procedures set out in later in this policy to deal effectively with the victims of, and those responsible for, acts of bullying.

Education to prevent bullying will be provided to all students during their time at Eggbuckland Community College and appropriate behaviour will be reinforced during lessons and around the college site.

Eggbuckland Community College communicates its stance on bullying to all students via our Personal Development and Well-being curriculum, assemblies, tutor programme, college website, and social media pages and day-to-day staff-student interactions/conversations.

Eggbuckland Community College communicates its stance on bullying to all parents by publishing this policy on the college website, and updating parents via letters, emails and our social media pages as well as 'Dealing with issues of bullying' leaflets available both from our website, in The Compass and the College reception.

Curriculum opportunities are used to address bullying through:

- Subject areas such as Well-being
- Personal Development curriculum
- A contextual and reactive pastoral and assembly programme, to include events such as: National Anti-Bullying Week, National Safer Internet Day, Student Mental Health Week etc..
- Presentations and workshops from outside agencies and specialists
- Peer Mentoring and Anti-bullying ambassador schemes
- Student Leadership Programme
- The College 'Do the Right thing' campaign.
- The College's character curriculum- instilling the values of Tenacity, Integrity, Compassion and Knowledge. This is done through the rewards system and marketing around the College in and out of classrooms.
- Reading programme during tutor time

Students are encouraged to develop and understand:

- **Tenacity**
- **Integrity**
- **Compassion**
- **Knowledge**

- Patience
- Empathy

- Co-operation
- Understanding
- Tolerance

As well as British Values:

- Mutual respect
- Democracy
- The rule of the law
- Individual liberty
- Tolerance of those of different faiths and beliefs (diversity)

What is bullying

Bullying is the deliberate, unprovoked and unjustifiable use of force, either physical or mental, by an individual or group. It causes physical, psychological or emotional pain to the person being bullied. It robs a person of their rights, their peace of mind and their self-esteem. It can be repeated over a period of time.

Types of Bullying

1. Bullying related to race, religion or culture
2. Bullying related to special educational needs or disability
3. Bullying related to appearance or health conditions
4. Bullying related to sexual orientation – homophobic abuse
5. Bullying of Young Carers, children in care or due to home circumstances
6. Sexist or sexual bullying

Bullying and bullying behaviours can take the form of:

Verbal

- Deliberate, unkind and persistent remarks.
- Disabalist, racist, sexual or homophobic name calling.
- Being hurtful about someones appearance.
- Name calling, sarcasm, persistent teasing.
- Making sexual comments.
- Making inappropriate comments regarding faiths and beliefs.
- Making comments about a person’s country, culture, religion or appearance.
- Includes making hurtful comments because of, or an assumption about, a person’s sexual orientation.
- Commenting or slandering parents or other relations/friends and spreading rumours based on their protected characteristics.

Emotional

- Spreading hurtful rumours.

- Writing graffiti or using images/offensive materials.
- Tormenting, humiliating.
- Excluding someone and leaving them out on purpose.
- Threats of emotional blackmail

Theft/Damaging property

- Taking someone's bag deliberately and breaking it.
- Malicious damage to property e.g. pencil case, uniform etc...

Physical

- Pinching, punching, pushing, kicking and hitting.
- Any violence that is done on purpose to others.
- Any physical activity which makes others feel threatened or intimidated.
- Inappropriate touching.
- A racial taunt, graffiti, gestures.

Written/ On-line bullying

- Any insults contained in note-passing, threatening letters or graffiti,
- The use of ICT, particularly mobile phones and the internet, deliberately to upset someone else.
- Misuse of technology including social media to carry out any other types of bullying.
- Hurtful, harmful messages sent from individuals and groups.

Signs and Symptoms (general)

A child may indicate by signs of behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school doesn't want to go on the school/public bus begs to be driven to school.
- Changes their usual routine.
- Is unwilling to go to school (school-phobic).
- Begins to truant.
- Becomes withdrawn anxious, or lacking in confidence starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares feels ill in the morning.
- Begins to do poorly in school work.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or 'go missing' asks for money or starts stealing money to pay bully has dinner or other monies continually 'lost'.
- Has unexplained cuts or bruises.
- Becomes aggressive, disruptive or unreasonable.
- Stops eating.

- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous and jumpy when a cyber message is received.
- A student comes home hungry, or makes themselves sick.

Signs and Symptoms (in College)

- Sudden changes in behaviour or demeanour of students near to others.
- Sudden gatherings or flows of students in one or two directions.
- Sudden dispersal of groups of students when staff approach.
- Increased evidence of heightened tensions e.g. students look cagey, are embarrassed, shout, make poor eye contact and are wary of staff.
- The student regularly arrives early/late at College or to the lesson.
- The student makes excuses not to go to certain areas or classes.
- Attendance is poor. May follow a specific pattern throughout the week.
- Delay in the student leaving the lesson, offering to do odd jobs etc.
- The student may loiter near safe places at break times.
- The student's attitude to College/ lesson/teachers/staff may change.
- The student may truant.
- The student doesn't want to go to College, use public transport/College bus.
- Changes to their usual routines.
- The student starts to lack confidence.
- The student asks for/steals money.
- The student starts to bully others.
- The student makes themselves sick.
- The student is frightened to say what's wrong.
- Sudden changes in achievement.

This is not an exhaustive list. These signs and behaviour could indicate other problems, but bullying should be considered a possibility and should be investigated. Much bullying can be performed in very subtle ways and those who exhibit bullying behaviours are frequently adept at changing the emphasis of a situation when a member of staff approaches. Some young people who bully are socially highly skilled and popular and may not know that their behaviour is that of a bullying nature. These situations are exacerbated by the fact that many young people being bullied believe that it is their fault and become very fearful of speaking to members of staff or other adults.

College procedures

The school recognises that bullying is never acceptable and will follow the procedures as outlined below:

1. Incidents of bullying should be reported immediately to any adult on the staff who in turn will report the matter to the appropriate Head of Year and tutor either in person or via CPOMS.

2. All students will be listened to, and individual issues understood. The college provides opportunities for students to report bullying so that they are assured that they will be listened to and the incident acted on.
3. Staff will take appropriate action on information given. It will be the professional judgement of senior staff to determine the nature of the problem and the appropriate level of response and course of action.
4. In most cases written accounts of the incident will be taken through discreet interviews where necessary and following investigation, the incident will be dealt with appropriately.
5. Incidents of bullying will be recorded on CPOMS by type and outcome and is monitored by Senior Leadership and the College Principal. This data is used for monitoring and evaluation and is shared with the trustees.

A variety of appropriate strategies may be used to deal with reported incidents:

- Apology from bully to victim (verbal/written).
- Discussion of victim's own behaviour leading up to the incident (incidents are not always clear cut).
- Positive steps to be taken with bully to encourage improved behaviour.
- Monitoring of bully after incident to see any repeated behaviour.
- Counselling of victim/bully.
- Parents /carers may be contacted by letter/telephone/invited into school, if appropriate.
- Implement disciplinary sanctions, including detentions/exclusions.
- Record incidents of bullying according to type on CPOMS and use this data to monitor incidents of bullying in the school.
- Use specific organisations and resources for help with problems.
- Work with the wider community such as the police and children's services where bullying is particularly serious or persistent and when a criminal offence may have been committed.

Responsive timeline to parental concerns

- Parent/carer registers a complaint with the College about an incident
- The College will respond (usually that day) within three working days.
- During this period statements will be gathered in relation to the incident and if appropriate parents invited into the College to discuss actions taken.

The law and statutory guidance with respect to bullying

The Equality Act 2010

Under the Equality Act 2010, new duties on schools and other public bodies came into force from April 2011. The Act strengthens and simplifies existing equality legislation. The Act brings together existing duties not to discriminate on grounds of race, disability and gender which schools are already bound to comply with, and it extends these to include duties not to discriminate on the grounds of age, sexual orientation, religion or belief, or gender re-assignment. It places a requirement on governing bodies and proprietors of schools to eliminate discrimination and promote equal opportunities.

Safeguarding Children and Young People

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the student who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying. This is also raised in 'Keeping children safe in education- Statutory guidance for schools and colleges 2018'. Where it states that staff should be aware that safeguarding issues can manifest themselves via peer on peer abuse. Staff should read this policy in conjunction with the college 'Child protection and Safeguarding policy'.

Criminal Law

Although bullying is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communication Act 1988, 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.