



Policy title	<b>Anti-Bullying Policy</b>
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Written on	March 2014	Reviewed on	Oct 2018	Next review due	Sept 2019
SLT link	M Patel		Governor link	Behaviour and Safety subcommittee	

Copies in	Policies folder ✓	Handbook ✓	Student planner	Website ✓
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*This policy has been written in conjunction with the college's **Equality policy** (Equality Act 2010) and **Preventing and Tackling Bullying** (DFE guidance March 2014)*

## Statement of Intent

Crown Hills Community College is committed to ensuring that all students are able to learn in a supportive, caring and safe environment without the fear of being bullied. Bullying is an antisocial behaviour and affects everyone; it is unacceptable and will not be tolerated.

If bullying does occur, all students should know who to tell and know that incidents will be dealt with promptly and effectively.

No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. We are committed to helping students who bully others to learn different ways of behaving.

## What Is Bullying?

Bullying is any behaviour which is perceived by the target individual, or any other person, as intending to hurt, intimidate, frighten, harm or exclude. It is usually persistent and an abuse of power, leaving the targeted individual feeling defenceless. The college uses STOP: 'Several times on Purpose' as a consistent working definition.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting, spreading rumours
- **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 rumours, teasing
- **Material:** negative references to a person clothes or belongings
- **Disability:** Name calling and teasing a person with physical or mental disability
- **Cyber:** all areas of internet, such as email and social media misuse. Mobile threats by text messaging and calls. Misuse of images.

Cyber bullying differs from other forms of bullying in that it can take place at any time and can invade previously safe places such as the home. The audience can be very large and reached very quickly. The perpetrator may never be in the same physical space as their target and may attempt to remain anonymous. Many cyber bullying incidents can themselves act as evidence.



## Aims of the Policy

- To help create an ethos in which attending school is a positive experience for all members of the school community.
- To develop confident, caring and competent citizens.
- To make it clear that all forms of bullying are unacceptable at Crown Hills.
- To enable everyone to feel safe while at school and encourage pupils to report incidents of bullying.
- To guide and give skills to students so that they are able to make informed and sensible decisions in all aspects of their lives.
- To respond to all problems and complaints in a constructive, friendly, and professional manner.
- To support and protect targets of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of the school community feel responsible for combating bullying.

## Advice to Students

### **What can you do if you are being bullied?**

- Tell yourself that you do not deserve to be bullied, and that it is wrong.
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. A bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Go straight to your tutor, the Inclusion support team or any member of staff.
- All College staff will take bullying seriously and will take action.

### **If you know someone is being bullied**

- Take action. Watching and doing nothing looks as if you are on the side of the bully.
- If you feel you cannot get involved, tell an adult immediately.
- Do not be, or pretend to be, friends with someone who is a bully.

## Parental Involvement

- Crown Hills Community College is committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.
- We recognise the important influence which parents/carers have on their children and will enlist their support when their child is involved in bullying either as victim or a perpetrator.
- Parents who believe their children are the victim of bullying should share their concerns with the College at the earliest opportunity and be prepared to work with us to keep their children safe.
- All expressions of concern will be taken seriously and investigated thoroughly.
- Where parents have concerns about with regard to bullying they should contact their child's tutor in the first instance.
- Make sure your child is fully aware of the school policy concerning bullying, and that they will not be afraid to ask for help.



## The College strategies

- We reinforce and remind the college community of our policy at termly via assemblies and pastoral meetings and through the college's anti-bullying campaigns.
- We take part in the National Anti-Bullying Week each year.
- We aim to prevent bullying from occurring by thoughtful education through the Life Skills PSHE and Pastoral curriculum.
- We encourage all students to seek help in dealing with bullying positively through assemblies, tutor activities and Reflection Zone.
- The college conducts a bullying survey every year. Identified aggressors and victims take part in a Student Support restorative justice programme.
- Passive surveillance throughout the school site
- Consultation with student councils and feedback from vulnerable students who access the reflection zone
- Half termly monitoring of the recording system; analysing data for patterns and trends
- Weekly PACT and pastoral team meetings and informal intelligence gathering
- On site health and safety inspections( mapping for hotspots)
- Consistent rewards and sanctions (See Behaviour and Rewards policy)
- Informing parents and carers through newsletters and the college website
- We do not use teaching materials or equipment which gives a negative view of any group because of their ethnic origin or gender.
- Stereotypical views are challenged through all aspects of the curriculum and the pastoral programme.
- We encourage students to discuss how they get on with other people and to treat everyone with respect.
- Staff are on duty at all times outside of lessons. Duty staff patrol all areas of the college at break times, lunchtimes and before and after the school day.
- Students contribute to the school's Anti-Bullying Policy through Student Voice.
- Peer and voluntary staff Mentors are available for those students requiring extra support.
- There is open access for students to **the Reflection Zone** which houses **The Inclusion Team**.
- All victims and aggressors are interviewed, write statements and take part in resolution meetings
- The college has an email reporting system available for students
- Communication is maintained with parents and carers. Students are aware of the range of sanctions



for bullying which include: reports, seclusion and exclusion.

- All behaviour data is reported to SLT and the Governors Personal development, Behaviour and Welfare subcommittee.

## **Reporting incidents**

All students whether the victim or bystanders (witnesses) are expected to report any suspected incident of bullying to any member of staff or trusted adult.

The following procedures take place:

### **Staff**

- Record the incident on a **serious incident slip** and pass to **Behaviour Support** for action
- **Ensure that all details are clearly recorded** :Date, time, place, Victim /perpetrator ,and tutor group type of bullying and names of any witnesses

### **Behaviour Support**

- Interview Victims, perpetrators and witnesses: Statements will be taken
- Record all action taken on action taken **on Serious Incident slip** and SIMS: Mentor referral, contact with parents and specific sanction. Contact with outside agencies should be recorded (Police, attendance and welfare)
- Inclusion Team will facilitate a **Resolution Meeting and record the outcome of this on SIMS**
- Inclusion Lead and SLT Line Manager will monitor and report all bullying data to Governors' Behaviour and Safety subcommittee

## **Off-site incidents**

Crown Hills has a responsibility to its students and the local community. We will deal with off-site bullying incidents in a consistent way, following government guidance, in order to show due care to the safety of the victim and diligence in informing relevant parties so that the behaviour does not reoccur.

The following procedures take place:

- Inform parents of what has been reported by the student or bystanders
- Record the incident and actions taken
- Meet with students and parents as appropriate
- Inform the police if necessary
- Contact other schools if appropriate
- Apply a college sanction if appropriate