

Hockerill Anglo-European College

Anti-Bullying Policy

STATEMENT OF INTENT

At Hockerill each student is entitled to receive their education in a safe and secure environment which is free from bullying. The College does not tolerate bullying and works at its eradication by:-

- acting decisively against those that bully and also providing corrective counselling
- encouraging those students who are bullied to report incidents to staff
- supporting those who may be bullied
- highlighting within the Wellbeing curriculum
- supporting students and encouraging them to be good citizens within our community.

All members of the local community work together to implement this College policy and thus work towards providing a bully-free environment.

What Is Bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. name calling, racist remarks) or indirect (e.g. spreading rumours, excluding someone from social groups).

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. 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 rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the College policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the College policy is on bullying, and what they should do if bullying arises.
- As a College we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is 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 College
- doesn't want to go on the school / public bus
- begs to be driven to College
- changes their usual routine
- is unwilling to go to College (College 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 College 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
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- 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 & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

Implementation

Colleges

Procedures for dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who will inform the Pastoral and Learning Coordinator (PLC);
- the incident will be investigated by the PLC who may the Director of Pastoral Care, depending on the seriousness of the incident;
- The PLC and/or Director of Pastoral Care will interview all concerned and will record the incident;
- Form tutors will be kept informed and parents may be informed if considered necessary and may be asked to attend a meeting to discuss the problem;
- Sanctions will be used as appropriate and in consultation with all parties concerned.

Students

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff;
- Reassuring the student;
- Offering continuous support;
- Restoring self-esteem and confidence.

Students who have bullied will be helped by:

- Discussing what happened;
- Discovering why the student became involved;
- Establishing the wrong doing and need to change;
- Informing parents or guardians to help change the attitude of the student.

Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place
- In serious cases suspension or even exclusion will be considered.
- If possible, the student will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Within the curriculum the College will raise the awareness of the nature of bullying through inclusion in Wellbeing, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The College will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the College.

See also: *Behaviour Policy; Appropriate Internet Use Policy, Race Equality Policy*

Amended: September 09

Agreed by Governors: September 09