

Anti-Bullying Policy

Introduction

Our schools and college are committed to developing an anti-

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Definition

behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally

Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by the school/college as being a form of child on child abuse. It can and young emotional development.

Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance;

- Bullying of young carers, children in care or otherwise related to home circumstances;

- Bullying related to physical/mental health conditions;

- Physical bullying;

- Emotional bullying;

- Sexual bullying;

- Bullying via technology, known as online or cyberbullying.

Prejudicial bullying (against people/pupils/learners with protected characteristics):

- Bullying related to race, religion, faith and belief and for those without faith;

- Bullying related to ethnicity, nationality or culture;

- Bullying related to Special Educational Needs or Disability (SEND);

- Bullying related to sexual orientation (homophobic/biphobic bullying);

- Gender based bullying, including transphobic bullying;

- Bullying against teenage parents (pregnancy and maternity under the Equality Act).

School/College Ethos

In our schools and college, we strive to create a happy, safe and caring learning environment where everyone feels safe. All cases of bullying are serious and any behaviour that adversely affects the well-being of another will not be tolerated.

Some pupils/learners may experience considerable difficulties with communication, social interaction and empathy which can affect their ability to reflect on the impact their behaviour has on others or to self-manage their behaviour. These difficulties can mean that some pupils/learners are

occur on occasions. While these actions may not have the same degree of intention as is usual when describing bullying, the effect on the targeted individual or individuals is the same and therefore must be addressed.

The way staff members deal with such incidents of behaviour that challenges should take account all individual needs.

Aims

Every member of staff has a responsibility to work towards eradicating any incidents and types of bullying in our schools and college.

The aim of the policy is to help members of the school/college community to deal with bullying when it occurs and, even more importantly, to prevent it.

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Every member of staff has a responsibility to report any incident of bullying that comes to their attention and work towards eradicating any incidents and types of bullying in our school/college. Reports of bullying will always be taken seriously. Reports of bullying will be logged on BehaviourWatch.

The aims of the school/college -bullying strategies and intervention systems are:
To prevent, de-

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Watching for early signs of distress and where pupils/learners are able to communicate,
listen to what they are saying;
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Monitoring, evaluation and review

The school/college will review this policy every year and assess its implementation and effectiveness. This will be done through positive action based on Incident Reports and through ongoing feedback from staff and pupils/learners (including Pupil Reviews).

The policy will be promoted and implemented throughout the school/college and training will be given to staff as part of their induction package to ensure that all staff are aware of their responsibilities and how to implement them.

Equal opportunities

Diversity of cultures is represented in the books, display materials and equipment used within the school/college. Activities are organised to give pupils/learners the opportunity to share in, respect

treated with respect across the curriculum and where possible children are given the opportunity to share experiences and k

a factor in an occurrence of bullying, staff should refer to Procedures for Dealing with and Reporting Racial Incidents.

Useful links and supporting organisations

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: <https://carers.org/about-us/about-young-carers>

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