

Anti-Bullying Policy



SWANMORE
COLLEGE

Centre of Excellence

Statutory	No
Website	Yes
Last Review	March 2022
Next Review	March 2024
Reviewer	Miss G Brown

All schools must accept that some bullying may take place within them and need to have a clearly, thought out policy for preventing it where possible, and for dealing with it if it does occur. Swanmore College is committed to values of tolerance and respect for others and as an institution opposes all forms of bullying. All members of the college community – pupils, parents, teaching and non-teaching staff – have an important part to play in fostering an atmosphere where bullying is discouraged and each individual feels cared for and valued and also in ensuring that where bullying does come to light it is dealt with speedily and effectively.

Definitions

- Bullying is deliberately hurtful behavior
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves

The definition adopted by Swanmore College is

“REPEATED NEGATIVE BEHAVIOUR THAT IS INTENDED TO MAKE OTHERS FEEL UPSET, UNCOMFORTABLE OR UNSAFE.”

The Diana Award Definition. This is shared with pupils, parents and staff.

Bullying may take many forms. The three main types are:

- Physical – hitting, kicking, talking or hiding belongings
- Verbal – name calling, insulting, making racist or other deliberately hurtful remarks
- Indirect – spreading unpleasant stories about someone or excluding someone from social groups, in order to intimidate
- Cyberbullying – when the internet, mobile phones or other devices are used to send or post text or images intended to hurt or embarrass another person (see Appendix 1 – Anti-Cyberbullying Guidance for Parents and Pupils).

Encouraging other people to engage in any of these types of behaviour is also bullying. In fact, in some ways it is even worse because it has a bad effect on the people who are persuaded to do these things as well as on the victim.

All bullying is damaging to those who experience it and to those who perpetrate it. Recent studies suggest that the consequences of bullying can last for many years and in extreme cases can undermine a person’s confidence for life. At Swanmore we find all behaviour of this sort unacceptable and will do our best to prevent it through ensuring that all pupils in the college are well aware of how dangerous and damaging it is, by rewarding pupils for caring and considerate behaviour, but support all victims of bullying and by taking firm action against those who are responsible for bullying.

Procedures

Pupils should be encouraged to approach a member of staff or tell an adult if they are being bullied. They should understand that:

- It will be taken seriously

- It will be investigated and appropriate action taken
- If they felt unable to make the issue public, information will be recorded and kept on file should bullying persist
- Counselling and support is available

Pupils and parents can also refer a worry about bullying, either against themselves or another via email to antibullying@swanmore-sec.hants.sch.uk .

- In the first instance where a teacher or tutor detects an issue, it will be for the pupil's Form tutor to investigate (for minor incidents)
- All further cases of bullying or alleged instances of bullying that are reported will be thoroughly investigated either by the teacher, tutor, Deputy Head of Year, Head of Year or a member of the Senior Leadership Team
- The person dealing with the incident must report it for centralised logging with the Deputy Head of Year
- The target time to investigate an incident will ideally be within 24 hours but no longer than 48 hours
- The needs of the pupil making a referral will be sensitively managed and the pupil will be kept informed of all actions taken
- Each incident will be investigated and evidence collected from various witnesses where possible. Evidence will be recorded in writing in a factual way without bias and stored centrally on SIMs
- Pupils who are victims of bullying should be interviewed in an office
- When evidence collection is completed, the person looking into the incident will discuss their findings with another member of the team. From this discussion action will be decided
- Action will depend on factors such as whether it is the first occasion the pupil has been involved in bullying; the type of bullying and the dangers to other pupils

Pupils can also seek help regarding bullying from The Pupil Centre. Anti-Bullying Ambassadors are available to support pupils at break and lunch every day. Anti-Bullying Committee members wear a white square badge with the College Anti-Bullying logo.

Supporting victims of bullying

If it is found that a pupil has been bullied, the parents/carers will be informed of the incident and any actions taken. Parents/carers will be invited into college to discuss the issues if they wish. Children who are victims of bullying will meet with the Deputy Head of Year, Head of Year or Assistant Headteacher on a regular basis and may also be asked to keep a diary of experiences in college. This will continue until it is felt that the bullying has ceased. Children who feel at risk will be given various methods of support, including peer support (Anti-Bullying Ambassadors in The Pupil Centre), until the problem has been eradicated. Parents/carers of all children involved will be kept informed and their support will be expected.

Dealing with the bullies

Action

- Immediate contact with the bullies' parents/carers by telephone or letter, followed by an interview in college should there be a repetition of bullying

- All incidents will be logged on pupil records and in a central file by the Deputy Head of Year

Possible ranges of sanctions include:

- Withdrawal from lessons (isolation)
- Breaktime detention
- Withdrawal of privileges e.g. removal from field trips for a stated period of time
- After college detentions
- Written work
- Referral to an outside agency where help can be given if the bullying is perceived as being on-going
- Isolation
- Fixed term exclusion
- Referral to the Police

Pupils who have carried out an act of bullying will be interviewed about the incident and made aware of the impact their actions have had on the victim. Support will be given to them where it is deemed necessary either by internal 'counselling' or via external agencies.

If bullying is persistent, parents may be asked to withdraw their child from the college if it is their child who is proven to be responsible for bullying behaviour.

Bullying allegations made against a member of staff by a pupil

- Any disclosure made against the teacher should be taken to the Safeguarding Lead (DSL)
- A full investigation is to be carried out immediately with written statements produced
- The issue should be immediately reported to the Headteacher together with the subsequent findings of the investigation

Incidents occurring outside college hours involving college pupils

Any incident which occurs outside of college hours but impacts on the daily running of the college must be dealt with in the same way as other incidents.

- Help will be offered to the victims of any bullying
- The bully will be interviewed with follow-up liaison with parents/carers
- Depending on the severity of the case, the police will be informed by the college

Bullying on vulnerable groups of children

Pupils classified in this category are to be specifically overseen and interviewed by the lead teacher responsible for their welfare and progress to investigate the reasons for the bullying and to assess the impact of such bullying on them. Action plans should be set up to support the victims.

Sadly, it is recognised that certain pupils seem to attract bullying either by their own behaviour patterns, the way they look or by their naïve actions or poor interpersonal skills.

Such pupils will be given help through practical workshops and parents/carers will be kept fully informed. The intention is to skill the child dealing with the protagonists and to build their self-esteem.

This document is not a discrete policy, but must be seen as part of other policies concerned with discipline, behaviour and the personal and social education of pupils. As such, it concerns all members of staff within the college.

The Role of the Staff

The Form Tutor

- Note changes in friendship groups
- Observe closely the socialization of new pupils
- Check on patterns of attendance, lateness and sickness in college
- Monitors and reassures a pupil who has fallen out with friends
- Refers a bullying concern to the relevant Deputy Head of Year

Subject Teacher

- Note instances of withdrawn personality
- Be suspicious of a sudden drop in achievement
- Be careful of unintended outcomes when choosing groups or when partner work is involved

Teachers of Duty

- Patrol areas which are not directly observable
- Note the occurrence of isolated pupils
- Observe inappropriate behavior of pupils in the playground

Support Staff

- Listen to children when they seek you out to talk about problems

Deputy Head of Year/Head of Year

- Act immediately on parents/carers' suspicions or pupils referrals
- Ensure all incidents reports by teachers, parents/carers and pupils are recorded in a central electronic log
- Arrange support for both victims and bullies. If necessary discuss with Assistant Headteacher suitable sanctions
- Keep parents/carers of victims and bullies informed of events and actions

Assistant Headteacher (Behaviour and Safety)

- Keep an overview of and monitor all bullying incidents reported
- Liaise with the Deputy Head of Year and Head of Year to ensure support and sanctions are in place for victims and bullies in reported incidents

- Ensure actions are followed up and victims are provided with appropriate support until the problem is eradicated
- Ensure that parents/carers of victims and bullies are kept informed of all actions
- Intervene and take responsibility for incidents that involve extreme forms of bullying (e.g. when a child's physical safety is being seriously compromised) or for persistent cases requiring more serious sanctions (e.g. exclusion)

Curriculum

- Raise awareness of bullying through subjects, assemblies and tutor time activities
- Gives opportunities for pupils to discuss the issue of bullying in follow up activities e.g. in tutor time following assemblies

The Role of All Parents/Carers

Parents/Carers are requested to report instances of bullying if:

- Your child is a victim
- A friend of your child is a victim
- Your child is involved in bullying

All information will be treated with the utmost discretion so that nobody will feel compromised by passing it on.

The Role of All Pupils

- Care for each other and report any incidents of unkind behavior or verbal abuse to any adult in the college
- Support the child who is the recipient of hurtful behavior. BE A GOOD FRIEND
- Remember it could be you
- Think before you say unkind words and be aware of how your behavior may be viewed by others
- Never touch another pupil in an aggressive manner
- Do not leave other children out of social activity. Try to involve everyone whenever possible

The Role of Anti-Bullying Committee members and Anti-Bullying Ambassadors

- Provide support and activities in The Pupil Centre at Break and Lunch for their peers
- Provide targeted peer support for individuals as identified by HOY/DHOY where necessary
- Report any bullying concerns raised to them by a pupil to a member of staff
- Promote Anti-Bullying messages across the college through events, assemblies and competitions.