



SPRINGWELL COMMUNITY COLLEGE

Anti-Bullying Policy

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COMMITTEE	Full Governors	AUTHOR	C Hoyle
VERSION	2	PREVIOUS VERSION	1 (Sep 16)

Introduction

At Springwell Community College (in line with 'Keeping Children Safe in Education, 2018) we aim to provide a safe, caring and friendly environment for all our students to allow them to learn effectively, improve their life chances and help them maximise their potential.

Springwell Community College recognises there is a need to safeguard the welfare of all those within the college community and to encourage co-operation, tolerance and harmony.

We have high expectations of all students and strive to create a climate in which all children can fulfil their potential.

Bullying of any kind is unacceptable at Springwell Community College. If bullying does occur, all students should know that incidents will be dealt with promptly and effectively.

Springwell Community College is a telling college and anyone who knows that bullying is happening should be able to inform a member of staff in safety.

We would expect students to feel safe in and out of college, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from college should they feel unsafe.

Policy Development

This policy was formulated in consultation with the whole college community with input from members of staff, governors, parents/carers, children and young people, and other partners (extended colleges, visiting external providers in college and external providers for offsite 14-19 curriculum).

Students contribute to the development of the policy through the student council (Students Matter), tutor time discussions and via the Springwell AB team.

The Springwell Anti-Bullying team will develop a student friendly version of the policy to be displayed on our website and this will be included in college planners.

Parents/carers will be encouraged to contribute by taking part in written consultations, parent /carer meetings, parent / carer focus group and produce a shorter parents' guide.

Roles and Responsibilities

The headteacher has overall responsibility for the policy and its implementation, liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-Bullying Co-ordinator who will have general responsibility for handling the implementation of the policy.

The Anti-Bullying Lead is Miss Caroline Hoyle. The responsibility of the Anti-Bullying lead are:

- Policy development and review, involving students, staff, governors, parents/carers and relevant local agencies.
- Leading the college's peer led Ambassadors, 'Springy Anti-Bullying Team'.
- Implementing the policy and monitoring and assessing its effectiveness in practice.
- Ensuring evaluation takes place and that this informs policy review.
- Managing bullying incidents alongside all college staff.
- Managing the reporting and recording of bullying incidents.

- Assessing and co-ordinating training and support for staff and parents/carers where appropriate.
- Co-ordinate strategies for preventing bullying behaviour.

The nominated governor with the responsibility for Anti-Bullying is Sarah Swift.

Definition of Bullying

'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.' (Anti-Bullying Alliance 2014)

How does bullying differ from teasing / falling out between friends or other types of aggressive behaviour?

- There is a **deliberate intention** to hurt or humiliate
- There is a power imbalance that makes it hard for the target to defend themselves
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the target might be in danger then intervention is urgently involved.

What does bullying look like?

Bullying can include:

- Name calling
- Taunting
- Mocking
- Making offensive comments
- Physical assault
- Taking or damaging belongings
- Cyber bullying – inappropriate text messaging and e-mailing; sending offensive or degrading images by phone or via the internet
- Producing offensive graffiti
- Gossiping and spreading hurtful and untruthful rumours
- Excluding people from groups.
- Imbalance of power between an individual and/or group towards another individual and/or group of people.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

- Bullying related to race, religion or culture
- Bullying related to special educational needs or disabilities
- Bullying related to appearance or health
- Bullying relating to sexual orientation, homophobia, transphobia, not fitting in with gender stereotypes

- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying.

There is no hierarchy of bullying, all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- Young people
- Young people and staff
- Between staff
- Individuals or groups
- Certain groups of students are known to be particularly vulnerable to bullying by others. These may include students with special educational needs such as learning or physical disabilities, young carers, Looked After Children, those from ethnic and racial minority groups and those young people who may be perceived as lesbian, gay or bi-sexual, transgender or questioning their gender role.

Reporting and responding to bullying

Our college has clear and well publicised systems to report bullying for the whole college community (including staff, parents/carers, children and young people). This includes those who are targets of bullying or have witnessed bullying behaviour (bystanders).

The systems for reporting bullying in our college:

- Students can report to any member of staff and members of the 'Springy AB Team'
- Parents / carers can report by contacting the college
- All staff and visitors can report to a Student Progress Leader, the Anti-Bullying Lead or member of SLT
- Bystanders report to any member of staff and members of the 'Springy Anti-Bullying Team'.
- A BIF (bullying incident form) be found on the staff share – T:/wholeschool/antibullying. This is the official document, but emails are also logged when reported. Actions are highlighted on the document.

Procedures

All reported incidents will be taken seriously and investigated involving all parties. The college will take the following steps:

- Interview all parties
- Inform parents / carers
- Look at a range of responses appropriate to the situation; solution focussed, restorative approach, circle of friends, individual work with target, perpetrator, referral to outside agencies if appropriate
- Refer to the college Behaviour for Learning Policy and college sanctions and how these may be applied including what actions may be taken if bullying persists.
- Follow up, especially keeping in touch with the person who reported the situation.
- Police involvement (if a crime has been committed)

- Provide support for the target and the bully.

Recording bullying and evaluating the policy

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be notified to and held by the Anti-Bullying Co-ordinator.

The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in college and development of the policy. Student profiles are being created on those who are a cause for concern as well as target to bullying behaviour. These are used when working with SPLS, external agents, parents etc.

This information will be presented to the governors in an anonymous format as part of the annual report.

The policy will be reviewed and updated annually. The policy review will be linked to the College Improvement Plan, working towards a more inclusive and harmonious ethos across the college community.

As part of our on-going commitment to the safety and welfare of our students, we at Springwell Community College have developed the following strategies to promote positive behaviour and discourage bullying behaviour, including:

- Restorative Approaches
- Involvement in SEAL including Anti-Bullying visit
- Involvement in Healthy Schools
- Anti-Bullying week annually
- PSHE / Citizenship
- Specific curriculum input on areas of concern such as Cyberbullying and Internet safety
- Springy Anti-Bullying Team campaigns
- Parents / carers / groups / extended college
- Peer mentoring schemes
- Parents / carers information events / information
- Staff training and development for all staff
- Counselling and / or Mediation schemes

Links with other policies

- Behaviour For Learning Policy
- Safeguarding Policy
- Acceptable Use Policy – Cyberbullying and Internet Safety
- Equalities Policy – Race, Sexist, Sexual, Transphobic, Homophobia, SEN and Disability, PSHE and Citizenship Policy
- Complaints Policy
- Confidential Reporting Policy
- Esafe

**Springwell Community College
Bullying Incident Form**

This form is to be completed by a member of staff ONLY then forwarded to SCC Anti-Bullying Co-ordinator, who will log the incident and refer as SCC AB Policy where appropriate.

Anti-Bullying Alliance defines bullying as the ***repetitive, intentional*** hurting of one person or group by another person or group, where the relationship involves an ***imbalance of power***

Verbal

Physical

Cyber

Racist

H-Phobic

SEN &
Disability

Aggressor/s (Name and Form)

Target/s (Name and Form)

Bystanders (Name and Form)

When (date/time)

Where (Location: classroom/bus/playground etc)

Department (if occurred in a lesson)

Details of incident

Action Taken:

Signed:

CHO USE ONLY

Copies to IWI HST SPL: FT:

OTHER:

CHO follow up:

