

Policy Title: **Anti-Bullying
Policy**



This Policy gives information and guidance that should enable staff, students and parents to address incidents of bullying and thereby ensure that students feel safe at Eastbourne Technology College.

Initiated: September 2003

Groups consulted: Governors
 Staff
 Students

Reviewed: June 2005
 April 2006
 April 2007
 November 2007

Audience: Staff
 Governors
 Parents and Students

Policy located: Shared Drive

Policy format: Full

What are we trying to achieve with this policy?

At Eastbourne Technology College we aim:

- To ensure that every member of the college community feels valued and respected, has positive feelings about the college, is able to fully concentrate on their work and is free from intimidation.
- To make the college like a second home in which everyone can feel safe and secure in an atmosphere free from victimisation and bullying.
- To develop a culture in which bullying is not tolerated and is challenged.

We adhere to the 'Every Child Matters' principles that young people should be healthy and stay safe. Whilst we recognise that no school is immune from bullying, bullying in ETC is taken very seriously; it is not a normal part of growing up and it can ruin lives.

What is Bullying?

Bullying can take many forms such as physical, verbal and emotional abuse or a combination of the above and is often defined as: "deliberate hurtful behaviour, repeated over a period of time, where it is difficult for the victim to defend him or herself".

Bullying is when a member of the college community is made to feel:

unhappy
insecure
threatened
or excluded

by the repeated, persistent, wilful and conscious actions of other members of the college.

Some examples of what the college considers to be bullying are:

- Physical violence
- Name calling, malicious teasing and humiliation (centred on an individual or member of their family) Such comments may relate to: looks, dress, race, religion, disability, sexuality etc
- Threats and extortion
- Theft of and damage to belongings
- Spreading malicious rumours
- Exclusion of other students by deliberately and frequently leaving them out of social interactions and activities
- "Dirty" looks, inappropriate body language and invasion of personal space that intimidate
- Planned persecution

The college recognises and is committed to responding to the recent increase in homophobic language and cyberbullying - the use of telephone calls, text messaging, websites, chatrooms and emailing as a medium for bullying.

Where and when does bullying take place?

Bullying can take place:

- in the classroom
- in the corridors
- in the playground
- on the way to and from college
- at break times
- at lunch times

How does the college address bullying?

Tackling incidents of bullying systematically, consistently and efficiently will be achieved by:

- publicising our anti-bullying policy within and without the college.
- recognising the need to have the co-operation of all parents and families in stamping out bullying.
- having a shared expectation about how we should treat each other.
- having a coherent and consistent framework for addressing bullying issues.
- having a commitment to anti-bullying education.

By promoting a 'Don't Suffer in Silence' ethos

We recognise that bullying can only thrive in climate of silence. Our policy will encourage **"speaking out"**: by those who are bullied, by those who witness bullying and by those who hear about incidents of bullying. We aim for ETC to be a place where bullies will not prosper. Everyone will make it known to bullies that they disapprove of their actions.

By educating its students

The college has an established PSHE and Citizenship programme as part of a wider pastoral curriculum. This is delivered through *Lifestyles Days* and through a Mentor Time programme. The topics of *Relationships* and *Dealing with Conflict* are revisited regularly in these programmes. Heads of Community also raise the topic of bullying in Community assemblies.

By expecting college staff to:

- ◆ set an example of good relationships,
- ◆ be positive role models
- ◆ be assertive and have good aggression control,
- ◆ make clear that aggression is unacceptable and intervene early,
- ◆ be fair,
- ◆ be on time for lessons, so that no bullying takes place while the students are waiting,
- ◆ watch for signs of distress in our students - deterioration in work, isolation, desire to be always near adults and erratic attendance although possibly symptomatic of other problems may be signs that a student is suffering at the hands of a bully, intervene early,
- ◆ while on break or lunch duty, or while moving between lessons, make an effort to visit places within the college's premises where bullying may take place,
- ◆ take opportunities to talk to mentor groups about bullying and its effects on the victim and the bully.
- ◆ demonstrate caring, empathetic and respectful behaviour.

- ◆ offer the victim support and help by putting the college's procedures into operation,
- ◆ in terms of sanctions against bullying and acts of violence, the college's procedures as outlined in the Behaviour Policy are to be followed,

By offering advice to Students

The advice offered to students is:

- ◆ When you see someone being bullied or in distress, please take action. Watching and doing nothing can suggest that **you** support the bully.
- ◆ Rebuke the bully. If you do not wish to become involved yourself, leave the scene immediately and tell a member of staff or a responsible older student.
- ◆ Do not tolerate bullies in your circle of friends or social groups. Do not accept people who you know bully other students. Bullies will soon stop if they are made aware that **their** friends think that they are acting badly.
- ◆ If you are bullied, remember that there is nothing wrong with you. It is the bully who is inadequate.
- ◆ You must tell a member of staff. Choose any member of staff that you wish; any member of staff will listen. If you do not the bullying is bound to continue. Bullies thrive on the fear of others.
- ◆ Avoid places where bullying is likely to happen.
- ◆ Never give in to demands for money or your property.
- ◆ Don't fight back. It could make matters worse. Get your friends to support you. People with a group of friends are seldom bullied.
- ◆ Make use of our Students Supporters, Peer Mediator, Prefects or your Buddy if you are in Y7.
- ◆ There are extra-curricular lunch time activities for you to take part in.

How are incidents reported?

To encourage people to SPEAK OUT with confidence and to make the reporting of incidents as easy as possible, we aim to provide many initial contacts for students to report incidents with confidence within the college. These include

- ✓ Mentor
- ✓ Head of Community
- ✓ Assistants to the Head Community
- ✓ Subject teacher
- ✓ Head Teacher, Deputy Headteachers and Assistant Head Teachers
- ✓ Learning Support Assistant
- ✓ Student Supporter
- ✓ *Peer Mediators* Group
- ✓ Prefect
- ✓ Buddy
- ✓ Counsellor
- ✓ School Nurse
- ✓ Education Welfare Officer
- ✓ Connexions Worker
- ✓ Office Staff
- ✓ Technician
- ✓ Lunchtime Supervisor
- ✓ The Site Manager and the Assistant Site Manager
- ✓ Parents

- ✓ Brothers or sisters (older siblings are asked to act appropriately and within the policy and not to take matters into their own hands)

All instances of bullying, including incidents of bullying reported by parents via the telephone, will be referred to the Assistant Head of Community who will gather statements from victims, the alleged bully and witnesses and record the incident

The Assistant Head of Community will endeavour to ensure that the victim's parents are informed. The parents should be reassured that the report is being investigated and appropriate action will be taken.

What actions are taken?

The college will not respond to all incidents of bullying in the same way.

In cases of minor bullying, or where intervention is early and no physical violence is involved, we recognise that the most important outcome is that the bullying should stop. Therefore, in such cases we may adopt a “**Conflict Resolution Approach**”. A member of staff will meet with the victim and the bully in order that the bully can realise the anguish and upset that has been caused. If the bully wishes to change his/her behaviour then, in agreement with the victim, support will be given to resolve the problem. Future meetings will be arranged so that the outcome(s) can be monitored. Once the issue is resolved then all parties must agree to draw a line under the events and move forward without animosity.

Other actions could include:

- Referral to the Police Intervention Officer
- Referral to the college Counsellor, Youth Worker, Connexions Worker or Youth Offending Team Worker
- Meetings with a member of the Peer Mediation Group
- Involvement of the East Sussex Anti-Bullying team

In cases of more severe incidents, those where physical aggression is involved or repeated incidents of bullying behaviour by the same person then sanctions within the college's behaviour policy will be dispensed and parents of the bully will be informed. It is the expectation that the bullying will stop. If further bullying or retaliation occurs then the following actions will be taken in line with the Government's guidance:

- Further punishment including isolation from other students
- Fixed-term exclusion
- A pastoral support programme (PSP) put in place (may include counselling support)
- Permanent exclusion

What help, advice and support are offered?

Support for the Victim

- ◆ We undertake to provide support for our students by taking their concerns seriously and by dealing with the problem quickly.
- ◆ We will try to gain support for the bullied person from friends and classmates.
- ◆ We will inform the bullied person and their parents about the actions taken. We will give advice as to what to do if there is a further incident.
- ◆ We offer counselling support if needed or requested.

- ◆ Peer support is available to all students
- ◆ Circle time
- ◆ Peer mediation
- ◆ Assertiveness training
- ◆ Connexions
- ◆ Involvement of the East Sussex Anti-Bullying Team

Support for the Bully

The college community abhors bullying, but we recognise that it does occur and that students who bully do so for different reasons. Bullies often have low self-esteem and are, or have been, bullied themselves.

It is vital that everyone recognises that it is **bullying behaviour** and **not the student** that the college will not tolerate. We are committed to providing the support that is necessary to put the bully back on the rails and to provide them with the skills needed to build lasting and meaningful friendships.

How is the Policy monitored and evaluated?

The policy will be monitored and evaluated in two ways:

- 1) Via the Student Voice opportunities that the College offers; these include the School and Community Councils, student representation on decision making bodies and the student blog. Through these, the college can glean information about student perception of bullying and how it can be dealt with.
- 2) Via records of bullying such as the Achievement and Behaviour Forms: these will yield quantifiable data.
- 3) Via questionnaires.