

Cranbury College Anti- Bullying Policy 2012

This policy was developed in January 2011

This policy document will be reviewed by the Management Committee on an annual basis to ensure it is up to date with current legislation and best practice.

Definition

Cranbury College recognises bullying as

“Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group socially, physically or emotionally”.

(Adapted from DCSF ‘Safe to Learn’ Guidance.)

It is important to approach ‘bullying’ as a safeguarding issues as it causes harm and distress to those effected. Bullying behaviour is usually characterised by an imbalance in power which makes it harder for the victim to defend themselves, this is especially true where students may have reduced emotional resilience

The Law

Cranbury College complies with the legal requirements placed on schools and management committees to determine detailed measures (rules, rewards, sanctions and behaviour management strategies) that “encourage good behaviour and respect for others on the part of pupils and in particular preventing all forms of bullying among pupils” Education and Inspections Act 2006 , section 89. The school will exercise its legal powers (as outlined in section 89/5) and (section 91, Education and Inspections Act 2006) as deemed appropriate and practicable.

Schools are required to comply with the new equality duty ‘The Equality Act 2010’. The public sector equality duty has three aims:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

Statement of intent

In Cranbury College we respect and encourage all students to have a full and open access to every learning activity and opportunity. All staff and stakeholders are committed to the provision of a safe and caring environment in which all students can thrive as individuals and learners

Cranbury College recognises that all students have the right to **Learn**, to be **Safe** and to be **Respected** they also need to accept the responsibilities that go with these rights. Namely that they work within the college code of conduct as defined in the behaviour policy .Failure to follow the policy will lead to disciplinary action as outlined in our sanctions tariff. Bullying of any kind is always regarded as a high level incident.

The management committee, staff, parents/carers and students should have an understanding of what bullying is in all it's forms, the signs and symptoms of bullying and the destructive effect on the individual in terms of self esteem and self confidence.. All staff, parents/carers and students should have an understanding of the policy and follow it where necessary.

We recognise that from time to time our students challenging behaviours and emotional needs may have a negative effect on others' learning and behaviour. It is important to understand that bullying is not the odd occasion of falling out with friends, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done intentionally **Several Times On Purpose (STOP)**. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is usually not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships

Given our students challenging behaviours and low levels of emotional development we need to

- be particularly sensitive to bullying within our community
- Offer highly structured support to both victim and perpetrators to enable them to move on from the incident(s).
- provide a wide range of activities to educate students about safeguarding issues
- manage our culture to ensure that prejudice is ALWAYS challenged

The aims of this policy are to:-

1. To Increase awareness of the types and symptoms of bullying
2. To define how our curriculum will develop the understanding of safety, and build resilience, self-confidence and self-esteem in all students in order that where ever possible bullying is preventable.
3. To define how support for victims and bullies will be provided, in order that they can moderate their behaviour.
4. To develop and promote an 'ant-bullying' expectation and ethos in the PRU where students are mutually supportive.
5. To encourage all students and staff to report concerns regarding bullying and bullying behaviours.

1. Types of bullying

Bullying comes in many forms and though not exclusive the list below highlights the main forms of bullying

Physical

Assault, pushing, kicking, hitting, unacceptable, touching (including that of a sexual nature), blocking (preventing movement through an access point) pinching, spitting, violent threats, damaging belongings or any other form of physical activity that makes a person feel threatened or intimidated.

Verbal

Words or intonation used in an aggressive manner designed to hurt or cause offence such as name calling, mocking, taunting, gossiping, spreading rumours and teasing.

Written

insults or threats contained in writing. Note passing, threatening letters, graffiti, cyber communications, defacing of property belonging to another person.

Psychological

Direct or indirect communication that seeks to place another person in an anxiety state. Gestures, tormenting, humiliating, ridiculing, ignoring, silent treatment, excluding. stalking, invading personal space.

Cyber

harassment, alarm, distress or humiliation that uses internet or phone technology. Cyber bullying is viewed as extremely serious by the college as it differs from other forms of bullying in that there is invasion of home and personal space, a wider audience, perceived anonymity and the fact that bullying can continue constantly. Cranbury College views bullying of this nature as having happened in college.

Homophobic

motivated by, or focuses on the issue of perceived sexual preference.

Sexual

unwanted sexual physical contact or sexually abusive comments.

Racist

racial taunts, comments, graffiti, gestures which are designed to influence racial hatred, ignorant attitudes and assumptions

Signs and symptoms of bullying are:-

- Being frightened of attending or travelling to/from college or activities.
- Changes in a usual routine or behaviour.
- Feels ill in the morning, has sudden illness or depression
- Drops in attendance.
- Becomes withdrawn, anxious or talking in confidence.
- Starts stammering.
- Attempts suicide.
- Runs away.

- Has nightmares or cries themselves to sleep at night.
- Looks damaged when they come home.
- Has possessions which are damaged or missing,
- Asks for money or steals money.
- Comes home starving.
- Becomes aggressive, disruptive or unreasonable.
- 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 or jumpy when a cyber message is received.

(2) Preventative steps and promotion of (4) anti bullying ethos

All staff will challenge, and encourage students to challenge stereotypically negative views and will be encouraged to view positively differences in others especially with regard to, gender, culture, sexuality, race and disability.

Staff must not tolerate comments or actions that could make any individual feel isolated or inferior. This includes the use of terms like Nigger (used between young men as a compliment) Gay (used to describe something silly/ undesirable) Bitches (used to describe women, Retard (used to describe someone with disabilities)

Challenges should seek to help individuals question why they hold assumptions and prejudices and educate them as to why others may find this behaviour offensive.

Role of all staff

- To promote and develop the anti-bullying strategy with all students and parents/carers.
- To act as good adult role models, promoting always the view that bullying behaviour is unacceptable in our community.
- Attend training on bullying on a regular basis.
- Take all forms of bullying seriously, and intervene proactively to prevent incidents from happening or escalating.
- Keep records of incidents that have happened in class and clearly state what action they have undertaken to mitigate the circumstances.
- If staff witness bullying they should do all that they can to support the student without making the situation worse for the victim.
- Support all students in the development of mutually supportive climates for learning through implementation of the college behaviour policy
- Mentor individual behavioural development of all students using the Boxall profile behaviour skills ladders (see behaviour policy)

Role of centre managers

Every centre manager must provide a statement in the appendix of this policy to explain how and when they provide the following preventative measures on their site

- learning activities each term to educate students about the types of bullying, symptoms of bullying and what to do if you are bullied or witness bullying
- anti bullying signs and information on walls
- Display work to educate and inform students about safety issues that affect their group (road safety, alcohol, drugs, sex education, cyber safety, home safety etc |)
- records of any bullying reporting and or incidents and how the issues were dealt with and monitored over time
- organisation of supervision of students at specific times of the school day where bullies may have the opportunity to victimise others. For example break, lunch times and transition times.
- Identification of any particularly vulnerable individuals or groups and details of risk reduction plans put in place

Role of senior managers

Manager will be responsible for monitoring the application of this policy, rate and incidents of bullying. They will be accountable to parents, students and the management committee for ensuring that all incidents of bullying are tackled effectively and the risk of harm from bullying reduced in all centres.

The role of parents/carers

You know your child best. Look out for unusual behaviour in your children - for example, they may suddenly not wish to attend college, feel ill regularly, or not complete work to their usual standard. Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc. If you feel your child may be a victim of bullying behaviour, inform college immediately. Your complaint will be taken seriously and appropriate action will follow.

If a child has bullied your child, please do not approach that child yourself or involve an older child to deal with the bully. Please inform college immediately. It is important that you advise your child not to fight back. It

can make matters worse! Tell your child that it is not their fault that they are being bullied. Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.

If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately. We expect parents to;

- Talk to their children with regard to issues of bullying particularly cyber-bullying and monitor their children's use of the internet and mobile phones at home. .
- Report any incidents of bullying to a member of the college team
- support the anti-bullying policy and to encourage their children to
- follow the college code of conduct.
- discourage any bullying they encounter and support any school sanctions as a consequence for bullying.
- Hold the college to account for ensuring their child feels safe from bullying at college.

3 support for victims and bullies

If bullying is suspected we will:

- Talk to the suspected victim, and any witnesses. in a private area. We will consciously avoid drawing undue attention to the student. This may mean visiting the student at home to discuss the issue
- Identify the bully and talk about what has happened, to discover their motivations and version of events. Make it clear that bullying is not tolerated and impose the sanction (guidance is given in the sanctions tariff within the behaviour policy)
- Incidents of bullying are recorded as such in the college Incident Log. Staff will continue monitoring the situation to ensure no repetition. Any follow-up findings and actions will be recorded in the monitoring section of the Incident form.
- Inform parents / carers and invite them to discuss all incidents with the centre manager or senior manager.
- Produce an action plan with the victim which outlines how the victim will be kept safe from further abuse and offers talking support to help them improve their resilience and self esteem (seek advice from managers or behaviour support team where necessary)
- Produce an action plan for the bully. **Children who bully have a need for control and power which indicates a fundamental lack of security and safety.** Issues of this magnitude need to be addressed within a therapeutic framework. All bullies will be expected to work with our behaviour support professionals and or commissioned therapists to develop strategies to alleviate their need to bully. Failure to engage with such provision would make placement within groups unsafe.

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What can students do if they are being bullied?

Wherever you are in college, you have the right to feel safe. Nobody has

The right to make anyone feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you. Also remember that everyone at Cranbury has some issue with their behaviour and emotional control. Students who bully are communicating their need for control. This need is caused by their lack of personal security and feelings of fear and anxiety. Always question why a student needs to bully. If you need to bully, you need help.

The following strategies are shared with you to help you if you are a victim of bullying or are yourself a bully.

- Try not to let the bully know that he/she is making you feel upset. If you are a bully seeing someones else anxious or frightened will make you feel good (in the moment) ask yourself why you can only feel good this way and get help.
- Be assertive Stop thinking like a victim - you do not deserve this. Walk tall: pretend you are confident, even if you are not. Look at the bullies as if they are not frightening you, even if you do not feel that way inside.
- - stand up to bullies, look at them directly in the eye, tell them to stop and mean it. If you are a bully you will try to find people who you think are weaker than you. This is cowardly behaviour, ask yourself why you need others to see you as powerful and think about what you look like really in these situations
- Stay in a group; bullies usually pick on individuals in front of an audience they have chosen. If you are in the audience don't support bullies- we will view you as a bully if you do and you will be subject to sanctions.
- Get away as quickly as you can and find help. Tell someone you can trust - it can be staff a parent, a friend, a brother, a sister or a relative. If you are scared, ask a friend to go with you when you tell someone. If you don't feel you can talk to someone about it, write it down and give it to a member of staff (or ask a friend to give it to a member of staff) When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?)
- If you are a bully you will be found out, seek help for your problems and insecurities, we are here to help you to and recognise that you may not have all the skills you need to move forward yet.
- Keep a diary of what's been happening and refer to it when you tell someone.

Keep on speaking out until someone listens and helps you.

- Don't suffer in silence.
- Don't blame yourself for what is happening.
- remember bullies are weak
- Call a helpline or use an online support group they can really help!

What can you do if you see someone else being bullied?

(The role of the bystander)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger.

- Don't smile, laugh or join in with the situation.
 - Don't rush over and take the bully on yourself.
 - If safe to do so, encourage the bully to stop bullying.
 - If you can, let the bully know you do not like his or her behaviour.
 - ask for help.
 - Let the victim(s) know that you are going to get help.
 - Tell a member of staff as soon as you can.
 - Try and befriend the person being bullied.
 - Encourage the person to talk to someone and get help.
 - Ask someone you trust about what to do.
 - If you don't feel you can talk to someone about it, Write it down and give it to a member of staff.
 - Call a helpline or look online for some advice.
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