



Policy Title:	Anti-bullying policy
Policy Reference:	A4
Version:	1.2
Member of Staff Responsible:	Assistant Headteacher, Pastoral
Governors' Committee Responsible:	B&W
Status:	Statutory
Date adopted by governing body:	
Cycle of Review:	3 years
Date for next review:	March 2024

“Settle College promotes the safeguarding and welfare of children in its care; all policies support the “Child Protection Policy”

Change Record		
Version	Date	Description
1.1	Nov 2018	
1.2	Mar 2021	Added in Roles and Responsibilities, and Appendix. Updates in line with advice from external agencies.



ANTI-BULLYING POLICY

At Settle College any type of bullying is always unacceptable, and the College will respond quickly to concerns and will take appropriate action, where necessary. We believe that the whole College community has a shared responsibility in addressing the prevention of bullying and intervention. At Settle College, we believe that it is our duty to “Safeguard and promote the welfare of students” as we want our students to stay safe and feel safe enabling them to make a positive contribution to the College community.

It is important therefore that the College has a clear written policy to promote this belief, where both learners and parents/carers are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

Aims:

- To fulfil College’s statutory responsibility to respect the rights of children and to safeguard and promote their welfare.
- To address the problem of bullying through the implementation of the whole College policy and procedures.

Definition of Bullying

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

We work closely with our students to foster a common understanding of what constitutes bullying through regular assemblies, within the curriculum and through the promotion of anti-bullying week.

Types of Bullying –

Bullying can take two different forms and is carried out in several different ways

Direct

- Physical
- Verbal
- Non-verbal

Indirect

- Cyber bullying

Bullying may be carried out for a variety of reasons – all of which are totally unacceptable

- Appearance
- Ability
- Health
- Family or home circumstances e.g. looked after children or young carers
- Social class
- Race, religion, culture
- Disability/SEN
- Homophobic, Biphobic, Transphobic (HBT)
- Sexist, sexual



Advice to Students and Parents/Carers IF YOU ARE BEING BULLIED:

- Tell yourself that you do not deserve to be bullied, and that it is wrong.
- Try not to show that you are upset, which is difficult.
- Avoid being in places that bullying happens.
- If you are different in some way, be proud of it!
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive - shout "No!" Walk confidently away. Go straight to someone you trust.
- Speak to Parents, Carers, Form Tutor, Student Services, Head of Year or any teacher you trust, any other learners.
- If you feel you cannot talk to people you know about bullying, then you can contact a number of services. See below for organisations that can offer support and guidance.

IF YOU KNOW SOMEONE IS BEING BULLIED:

- TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

AS A PARENT/CARER:

- Look 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 normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the College immediately. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the College policy concerning bullying, and that they will not be afraid to ask for help.

External Agencies

If you feel you cannot talk to people you know about bullying, then you can contact one of the following services:

- *ChildLine*

ChildLine is the UK's free, confidential helpline for children and young people. They offer advice and support, by phone and online, 24 hours a day. Whenever and wherever you need them, they'll be there. Call 0800 1111.

- *YOUNGMINDS*

Not only do they support with mental health, this charity supports parents/carers and students with bullying.

<https://youngminds.org.uk/find-help/feelings-and-symptoms/bullying/#get-help-for-bullying>

- *EACH*

EACH has a freephone helpline for children experiencing homophobic bullying: 0808 1000 143. It's open Monday to Friday 10am-5pm



- NSPCC

01515474646

- The Child Exploitation and Online Protection Centre (CEOP) maintains a website for children and young people, and parents and carers about staying safe online:

<https://www.ceop.police.uk/Safety-Centre/>

AS A COLLEGE WE WILL:

- Organise the College in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE programme, tutor time, assemblies · Deal quickly, firmly and fairly with any complaints, involving parents.
- Review the College Policy and its degree of success.
- The College Staff will continue to have a firm but fair discipline structure. The rules will be few, simple and easy to understand.
- Not use teaching materials or equipment which gives a bad or negative view of any group because of their ethnic origin, sex, etc.
- Encourage learners to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- Encourage learners to treat everyone with respect.
- Treat bullying as a serious offence and take every possible action to eradicate it from our College.
- Anti-Bullying awareness - raising key issues through assemblies, the curriculum and pastoral care.

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED:

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:-

Help, support and counselling will be given as is appropriate to both the victims and the bullies:

We support the victims in the following ways:

- by offering them an immediate opportunity to talk about the experience with their Form Tutor, Pastoral staff, or another teacher or associate staff, if they choose.
- informing the victims' parents/carers.
- by offering continuing support when they feel they need it.
- where the victim feels comfortable, a meeting can be set up between the victim and the bully.

We also discipline, yet try to help the bullies in the following ways:

- by talking about what happened, to discover why they became involved.
- informing the bullies' parents/carers.
- by continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- issue consequences in line with the College's behaviour policy.

Useful links:

DfE Advice for parents and carers on Cyberbullying:

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

NSPCC preventing bullying and cyber bullying <https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/>



Roles and Responsibilities:

Everyone involved in the life of the College must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour and by being clear that we follow the College rules. The prime responsibility for all members of the College community is to report incidents of bullying and concerns they may have that someone is being bullied.

Governors

The College governing body is responsible for the Anti-Bullying Policy and for ensuring that it is regularly monitored and reviewed. The governing body will:

- Support the Headteacher and staff in the implementation of this policy.
- Be fully informed on matters concerning bullying.
- Regularly monitor incident reports and action taken to be aware of the effectiveness of this policy.

Headteacher

The Headteacher is responsible for implementing the Anti-Bullying Policy and under the Education and Inspections Act 2006 for ensuring that:

- Bullying behaviour is addressed in the College's behavioural policy.
- Bullying is addressed as an issue in the curriculum.
- All staff receive training that addresses bullying behaviour.
- A senior member of staff is appointed to be responsible for the monitoring of the policy and strategies.

Staff

Staff have a vital role to play as they are at the forefront of behaviour management. All members of staff will:

- Provide students with a good role model.
- Provide students with a good framework of behaviour.
- Behave in a respectful way to students and help to create a positive environment.
- Always be aware and take action when there are concerns about bullying.

Parents/Carers

We expect parent/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at College and they will support us in helping to meet our aims. We expect Parents/Carers to:

- Keep informed about and fully involved in any aspect of their child's behaviour.
- Contact the College if they know or suspect that their child is being bullied or bullying another pupil.

Students

Without the support of students, we will not be able to prevent bullying. That is why our students will be consulted in the development of the College as a safe and secure environment for them to achieve and learn. We expect that students:

- Will support the Headteacher and staff in the implementation of the policy.
- Will not bully anyone else, or encourage and support bullying by others.
- Will tell an adult if they are being bullied.
- Will act to prevent and stop bullying - usually this is through telling an adult if they know or suspect that someone else is being bullied.



SETTLE COLLEGE

“ Be the best you can be. ”

Students must recognize that being a “bystander” is not acceptable. Silence supports the bullying and makes the “bystander” in part responsible for what happens to the victim of bullying



Appendix:

More types of Bullying

- Physical assault against a person or group because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- Derogatory name calling of an insulting and/or personal nature.
- Verbal abuse and threats.
- Demanding money, material goods or favours by means of threat or force.
- Ridiculing an individual because of physical, economic, sexual, intellectual, cultural or racial difference.
- Graffiti designed to intimidate or embarrass.
- Incitement of others to commit acts of bullying.
- Racist, sexist, homophobic, biphobic and transphobic behaviour.
- It may involve the use of mobile phones or the internet.
- Deliberate exclusion or isolation of an individual or a group

What is Cyber Bullying

Cyber bullying is when a person, or a group of people, uses the internet, mobile phones or other digital technologies to threaten, tease or abuse someone. This is not tolerated at this College. There are lots of ways cyber bullies can target someone, some of which may be:

- Email Sending abusive emails to someone, or to a group of people, who may then join in the bullying. Sending inappropriate videos and other content or computer viruses by email.
- Instant messaging and chat rooms Using instant messaging and chat rooms to send threatening or abusive messages to someone and asking others to join in. Using another person's account to send abusive messages to others, without their permission.
- Social networking sites Creating fake profiles for people or leaving abusive messages on existing profiles for others to see.
- Mobile phone Sending abusive text, video or photo messages as well as sharing videos of physical attacks on individuals (happy slapping or blue jacking etc)
- Abusing personal information Posting photos, personal information or fake comments and blogs on websites where they can be seen by anyone without your permission.

Signs and Symptoms

A child may indicate, by signs or behaviour, that they are being bullied. Adults should be aware of these possible signs and should investigate if a child:

- Is frightened of walking to or from College.
- Doesn't want to go on the College/public bus.
- Begs to be driven to College.
- Changes their usual routine.
- Is unwilling to go to College (College phobic).
- Begins to truant.
- Becomes withdrawn, anxious or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to perform poorly in College work.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or "go missing".
- Asks for money or starts stealing money (to pay the bully).
- Has dinner or other monies continually "lost".
- Has unexplained cuts or bruises.



SETTLE COLLEGE

“ Be the best you can be. ”

- Comes home really hungry (money/lunch has been stolen).
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- 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 and jumpy when a cyber message is received.