



Policy Title:	Anti-Bullying Policy
Version:	1.3
Member of Staff Responsible:	Assistant Headteacher, Pastoral
Approval Level:	Delegated to Headteacher
Status:	Statutory
Date adopted by governing body:	Nov 2015
Cycle of Review:	3 years
Date for next review:	May 2027

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

Version	Date	Description of Changes
1.1	Nov 2018	Minor updates
1.2	Mar 2021	Added in Roles and Responsibilities, and Appendix. Updates in line with advice from external agencies.
1.3	May 2024	Change definition from the DFE guidance. Added in signs of bullying. Added new guidelines for staff. Updated guidelines for parents/carers of children being bullied, linking it to social media. Added areas link to complaints procedures and where information should be logged and recorded.

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

Bullying can be defined as the intentional abuse of power by an individual or group, with the intent to cause distress to another individual or group.

- It may be physical, verbal, cyber or emotional in nature.
- It may occur frequently or infrequently.
- Not all aggressive behaviour is bullying. Some children without intention or awareness of the distress it causes may exhibit behaviours, which appear to be bullying.
- Some individuals may feel they are being bullied, even when there is no intention from others to cause distress. All perceptions of bullying will be investigated.

We work closely with our students to foster a common understanding of what constitutes bullying through:

- Information on the school website and prospectus.
- Assemblies
- Our PSHCE programme
- Staff meetings/ training
- Transition

Bullying can occur between child and child, adult and child, or adult and adult. It is necessary to provide good role models of behaviour throughout the school community.

Settle College provides a support system and a safe environment where students can talk to other students and staff about worries and concerns they have regarding bullying.

Types of Bullying –

- Repeated name calling
- People spreading rumours about others
- People making up stories to get others into trouble
- A student being deliberately isolated from their peer group
- A student that is physically pushed, tripped or hit
- People making remarks about another student's culture, religion, colour, gender, sexuality or other protected characteristic

- People making remarks about an individual's appearance
- People making remarks about a person's medical condition
- People taking a student's possessions or demanding money from them
- People are taking, hiding or damaging another student's personal property
- Making jokes about an individual when it is observed that the individual is upset
- Receiving hurtful notes, emails or correspondence in school over the internet
- Making threats against an individual
- Cyber Bullying using social media platforms

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.

What are the signs of bullying?

Changes in behaviour may have many causes but may also be linked to bullying. These are some of the signs to look out for:

- Withdrawn, tearful, moody, aggressive, uncooperative or non-communicative
- Sleep or appetite problems
- Difficulty in concentrating
- Variation in work performance
- Have cuts, bruises, aches or pains without adequate explanation
- Request extra money or start stealing
- Have clothes or possessions which are damaged or lost
- Increased frequency in claims of illness
- Start bullying others
- Behave in an uncharacteristic way or exhibit a marked change in a well established pattern of behaviour
 - A sudden loss of interest in a favoured activity
 - Changing arrival times to school or lesson
 - A reluctance to attend school
 - A request to change school
- Some sufferers of bullying do not display any outward signs

Guidelines for the sufferers of bullying

If you think you are being bullied, or know someone who is being bullied, tell someone you trust. This may be your parents, carers, teacher, or a trusted older student. You can also use the safeguarding QR code on the back of your uniform/equipment slip.

Do not react to the bully as that may put you at risk of harm.

Guideline for staff dealing with bullying amongst students in school

Assess the immediate safety and wellbeing of the student who is reporting the bullying incident. First aid should be requested if a student has been physically injured. All parties involved should complete a written statement about what has happened. All statements should be passed to the appropriate pastoral member of staff. All incidents related to potential hate crime should be recorded on class charts accordingly.

All staff should:

- Protect all parties until the situation is resolved
- Encourage students to discuss any incidents of bullying
- Listen to and treat pupils empathetically and take their concerns seriously
- Ensure bullies know;
 - what effects their actions are having
 - that their actions are not acceptable
 - that a record of the incident will be logged, kept on file and parents /carers notified
 - that an appropriate sanction will be given
 - that a discussion will take place between them and their Head of Year
- Involve students in discussion around any action/decisions taken.
- Keep parents informed and updated.

Guidelines for parents/carers of children being bullied

- Work in partnership with the school. Advise your child/children to report any concerns to a member of staff.
- Discourage behaviours which might be considered as bullying – including online behaviours at home. Withdraw your child from social media platforms if you are concerned.
- Stress to children that retaliation is not helpful.
- Contact your child's Head of Year to discuss concerns.
- Cooperate with the school, if your child/children are accused of bullying, try to ascertain the truth and consider all perceptions. Point out the implications of bullying, both for the children who are bullied and for themselves.
- Accept their role in dealing with bullying behaviours so that they do not interfere with effective learning and teaching during the school day.

Bullying is never acceptable. Action needs to be taken to stop bullying. If it is ignored it will often get worse. Your child should never put up with it.

Guidelines if you are a pupil supporting a sufferer of bullying

- Listen carefully
- Encourage them to tell someone they trust, or ask them to write it down if they do not have the confidence to tell someone. This can then be passed on to a trusted adult such as the Head of Year, Student Support Managers or the Designated Safeguard Lead
- Do not try to deal with it yourself or ask another pupil to

Guidance for staff experiencing being bullied

Employees should see if they can sort out the problem informally first. If they cannot, they should talk to their:

- Line manager
- Headteacher
- Trade union representative

If this does not work, staff can make a formal complaint using the complaints procedure.

Suggested sanctions/actions to be taken when dealing with cases of bullying

Cases can be extremely complex, senior managers should be involved as to which sanctions/actions should be taken.

- Discussion of the incident with the sufferer and the bully.
- Parents/carer involvement
- Support group for sufferers through Peer Support.
- Asking bullies to put themselves in the victim's position
- Apology by the bully either verbally or written
- Use of internal isolation
- If the incident is severe it is possible to permanently exclude
- Use of restorative justice
- Note on Arbor and in student file

Recording system monitoring of bullying

All incidents of bullying should be logged on Arbor.

Complaints

If you are unhappy with the way an incident has been handled, complaints should be made in line with the school complaints procedures.

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

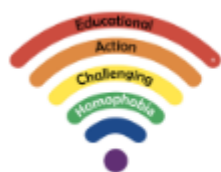


Not only do they support with mental health, this charity supports parents/carers and students with bullying.

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

- EACH

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



Educational Action Challenging Homophobia

- [NSPCC](#)

0808 800 5000



- 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/>

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/>

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.

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