



# Anti-Bullying Policy

Governors Committee Responsible: Achievement & Climate

Lead Governor: John Taylor (Chair)

Nominated Lead member of staff: Adam Palmer (Vice Principal)

Next Review Date: June 2017

**INTRODUCTION**

The anti-bullying policy reflects the aims and ethos of the Mission Statement.

Every child at Dyke House Sports and Technology College has the right to a secure and safe environment. All members of the College community have a responsibility to ensure that this exists and that any incidents of bullying are dealt with appropriately.

The College will take seriously and investigate all incidents of bullying. The curriculum will include information concerning bullying and anti-bullying procedures. The school's behaviour policy rejects bullying, as does the code of conduct for students.

The College will:

- Have a consistent approach to any bullying incidents that occur.
- Promote positive action to prevent bullying through our Learning Guide programme and related activities.
- Provide support for all members of the College community that may be involved in dealing with an incident of bullying.
- Provide appropriate training for both staff and students to support the implementation of the policy across the school.
- Ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality and encourage understanding and tolerance of different social, religious and cultural backgrounds.

## **DEFINITION OF BULLYING**

“ a persistent, deliberate attempt to hurt or humiliate someone”

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, online bullying via text messages or the internet) and is often motivated by prejudice against particular groups.

## **TYPES OF BULLYING**

There are various types of bullying, but most have three things in common:

- It is deliberately hurtful behaviour
- It is repeated over time
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

There are various forms of bullying which include:

- Physical – e.g. hitting, kicking, taking belongings
- Verbal – e.g. name calling, insulting, racist remarks
- Indirect/emotional – e.g. spreading malicious rumours, excluding individuals from social groups, family feuds brought into school, destroying or spoiling work, demanding money.
- Online – e.g. use of email, social networking sites, mobile phone messaging to spread rumours, make malicious comments.
- Homophobic – unwanted physical contact, abusive comments, particularly related to sexuality
- Sexual abuse – unwanted physical contact, abusive comments, particularly of an inappropriate sexual nature
- Racist – racial taunts or “jokes”, “graffiti”, gestures, making fun of customs, music, and accents.  
Refusing to work with someone of a different cultural background  
Refusing to work

## ONLINE BULLYING

The College has a duty to safeguard its students from all forms of bullying, including online bullying. Although online bullying is not a specific criminal offence, there are laws that can apply in terms of harassing or threatening behaviour.

- Online bullying can take place at any time that someone logs on or picks up a phone, and often invades people's personal time and space.
- Online bullying can involve a large number of people e.g. social networking sites. Images or text messages can be passed quickly from one person to another, or shared websites. This makes it hard to control.
- Online bullying can involve a whole range of people who may not normally engage in face to face bullying but feel that bullying through the Internet gives them a certain amount of anonymity.
- Online bullying can also spiral from a non-bullying action e.g. sending a text to one individual that is then passed on to others.
- Many online bullying incidents leave an evidence trail, e.g. text messages, print screens, which can all be used as evidence.

## RECOGNISING BULLYING

Some students who are affected by bullying may attend erratically, lose self confidence, and underachieve educationally or socially. Indications can include:

- Low self esteem
- Unhappiness
- Fear
- Distress
- Anxiety
- Non accidental injuries, including self harm
  - **More specific examples could include:**
- Being frightened of journeying to and from school
- Becomes easily distressed and/or stops eating
- Complaining about missing possessions
- Begins to truant
- Feels ill in the morning
- Attempt to gain money for unusual requests (stealing money)
- Refusing to work in a group or with another student
- Refusal to talk about the problem

## ANTI-BULLYING PROCEDURES

The College will:

- Investigate all incidents of bullying
- Take a serious view of bullying
- Take appropriate action
- Involve parents/carers to ensure that they are clear that our school does not tolerate bullying
- Make available resource materials particularly through LG time
- Ensure that this policy is given a high profile throughout the College especially by Learning Guides and School teams
- Ensure that all governors, staff, parents and students are aware of this policy
- Ensure good supervision of pupils at all times;
- Include anti-bullying procedures and information in staff INSET.
- Advise parents/carers on how to report online bullying outside of school (police, reporting through online platforms)

Action by Staff Members of staff will:

- Promote the College's anti-bullying policy in class, in assemblies, in LG and in RE lessons
- Be alert to a potential incident of bullying and intervene when incidents are noticed
- *If appropriate* interview bullies and the bullied separately
- Involve the bullied in what happens
- *If appropriate* have the bully apologise to the bullied
- Inform the parents/carers of both bully and bullied
- Record and monitor reports of incidents of bullying
- Use strategies to change the bully's behaviour
- Involve other members of staff as appropriate, especially form tutors and heads of year
- Encourage pupils to tell adults of incidents of bullying
- Encourage peer group pressure against bullying and bullies
- Apply College sanctions including detentions and other punishments as appropriate in consultation with other relevant members of staff.

It is essential that written records are kept of incidents, interviews and action taken. Therefore, staff are reminded to record incidents using the College's incident report procedures. This should be done by the member of staff dealing with the matter and in serious or prolonged cases of bullying this will involve the Head of School, Vice Principal, Head of College and Executive Principal.

### Help Organisations:

KIDSCAPE Parents Helpline 0845 1 205 204

Childline 0800 1111

Parentline Plus 0808 800 2222

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

