



Castle Donington College

Anti Bullying Policy

Date approved by The Governing Board

5th March 2021

Date for review

March 2024

The College follows Guidance and Advice given by the Government and Local Authority when writing policies; in light of this, changes may need to be made after the adoption of this policy and prior to the review date.

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1. Statement of Intent

We at Castle Donington College will not tolerate bullying of any form; we are committed to providing a caring, happy and safe environment where all members of its community can thrive. If bullying does occur, we want all pupils to be able to tell and trust that any incidents will be dealt with promptly and effectively.

2. Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All governors and teaching and non-teaching staff should know what the College policy is on bullying, and follow it when bullying is reported
- All pupils and parents should know what the College policy is on bullying, and what they should do if bullying arises
- As a College we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

Links with other College policies:

- Behaviour Policy
- Safeguarding/Child Protection
- Acceptable use of the internet

3. Equality impact

This policy will help to ensure that the College fulfils the general duty to:

- Eliminate discrimination
- Advance equality of opportunity between pupils who share relevant protected characteristics and those who do not
- Foster good relations between pupils who share relevant protected characteristics and those who do not

Clear procedures are in place so that all forms of bullying and harassment, including racism and harassment related to disability, sexism and homophobia, are dealt with promptly, firmly and consistently and are in line with relevant Leicestershire LA policies and guidance such as those for anti-bullying and dealing with racist incidents. All forms of harassment are recorded, monitored and dealt with in line with relevant school policies. All staff are trained to deal effectively with bullying, racist incidents, racial harassment and prejudice and are offered support in handling such matters.

4. What is Bullying?

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- hate crimes

It is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

These are called 'protected characteristics'.

Cyber Bullying

The College recognises that technology plays an important and positive role in everyone's lives, both educationally and socially. It is committed to helping all members of the school community to understand both the benefits and the risks, and to equip children with the knowledge and skills to be able to use technology safely and responsibly.

We will:

- promote the positive use of technology across the curriculum
- use training opportunities to help staff develop their practice creatively and support pupils in safe and responsible use
- ensure all staff and children understand the importance of password security and the need to log out of accounts
- teach E-Safety as part of the computing curriculum and through PSHE

5. Responsibilities

The College

Pupils will learn best in a safe and calm environment that is free from disruption and in which education is the primary focus.

The College will:

- foster in our pupils self-esteem, self-respect and respect for others
- demonstrate by example the high standards of personal and social behaviour we expect of our pupils
- discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of
- create an environment where pupils feel able to tell an adult about a bullying or suspected bullying incident
- be alert to signs of distress and other possible indications of bullying
- listen to children who have been bullied, take what they say seriously and act to support and protect them.
- report suspected cases of bullying to relevant members of staff and outside agencies where appropriate
- follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.
- discuss with parents, carers and guardians any incidents of bullying in which their child has been involved as a perpetrator
- provide effective staff training

- work with other agencies and the wider community to tackle bullying that is happening outside school

Pupils

We expect our pupils to:

- refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity
- intervene to protect the pupil who is being bullied, unless it is unsafe to do so
- report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances

Anyone who becomes the target of bullies should:

- not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets

Parents

We ask our parents to support their children and the school by:

- watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying
- advising their children to report any bullying to any member of staff and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils
- advising their children not to retaliate violently to any forms of bullying.
- being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken
- keeping a written record of any reported instances of bullying
- informing the school of any suspected bullying, even if their children are not involved
- co-operating with the school if their child is accused of bullying, trying to ascertain the truth; pointing out the implications of bullying, both for the children who are bullied and for the bullies themselves

6. Prevention

‘Schools which excel at tackling bullying have created an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. *Preventing and Tackling Bullying* DfE July 2013.

We have an ethos in the College that actively discourages all forms of bullying in the first place:

- a pastoral system where the teachers know the pupils well and can tell when problems are developing
- a PSHE programme that allows pupils to talk about issues of difference and teaches that bullying is wrong
- we talk about bullying related issues in assemblies
- our pupils are good citizens and look out for each other
- staff and pupils show respect for each other
- older pupils are good role models
- a Student Council that actively promotes Anti-Bullying
- all areas of the College are safe places to work and play
- we openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality, children with different family situations, such as looked after children or those with caring responsibilities. We teach children that using any prejudice based language is unacceptable. We record homophobic, racist, peer to peer bullying and follow up as appropriate
- create an inclusive environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination
- a behaviour system that encourages active reflection on what has gone wrong as part of 'reset'

7. Procedures

All allegations of bullying will be investigated thoroughly and sensitively. If a teacher is unsure how to deal with the incident, he or she will seek advice from more senior staff. The frequency and type is monitored; this information is used to inform the development of the College's anti-bullying work.

The outcome is recorded on Go4Schools and, if there is a safeguarding matter, CPOMS. Race/Hate incidents are recorded on CPOMS and Go4Schools and, if appropriate referrals made to appropriate agencies – the Police, Prevent and Social Care. Feedback will be provided to individuals who have made the allegations or complaint. We have established good working relationships with the Leicester Prevent Team and the Hate Crime officers and our desire is always to educate and change behaviour rather than simply applying punitive measures on their own.

However, where appropriate, the College will apply disciplinary measures to pupils who bully in order to show clearly that their behaviour is wrong. We will ensure that the consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable

8. Range of sanction available

- Warned officially to stop bullying
- Parents/guardians informed – of both victim and perpetrator
- College sanction such as detentions and internal exclusions
- Isolation at break and lunchtimes
- Exclusion from the College premises at break and/or lunchtime
- Arrangements for the bully to be escorted to and from the College premises
- Exclusion for a fixed period (one or two days). This action may be repeated
- Exclusion for a fixed period (up to five days) or an indefinite period
- Permanent exclusion may be recommended

The disciplinary measures will be applied fairly, consistently, and reasonably taking account of any special educational needs or disabilities that the pupils may have and taking into account the needs of vulnerable pupil. It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case the child engaging in bullying will be given support themselves.

Bullying can be a crime; we may therefore choose to involve the police where appropriate.

APPENDIX

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they 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 truanting
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmare
- feels ill in the morning
- begins to do poorly in College work
- comes home with clothes torn or books damaged
- has possessions go 'missing'
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually 'lost'
- has unexplained cuts or bruises
- comes home starving (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 & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Safeguarding children and young people

Under the Children Act 1989 a bullying incident will be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the College will report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, the

College may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

If the College feels that an offence may have been committed we will seek assistance from the police. For example, under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

Refer to:

Safeguarding/Child Protection Policy

Bullying outside school premises

Teachers have the power to discipline pupils for misbehaving outside the school premises “to such an extent as is reasonable”. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to the College, it will be investigated and acted on. The Principal will also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in the local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.

In all cases of misbehaviour or bullying the teacher will only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

Refer to:

Behaviour and Exclusions Policy