



Community College

# **ANTI-BULLYING POLICY**

# Stoke Damerel Community College

## Anti-bullying policy

### Introduction

#### What is bullying?

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, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously our first priority but emotional bullying can be more damaging than physical; each incident will be treated on an individual basis.

#### The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

#### 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 school staff, it should be investigated and acted on. The Principal will also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their 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 should always be informed.

**We recognise that:**

- one person or a group can bully others;
- bullying can occur either face to face between individuals or groups or online, using information technology, such as computers or mobile phones;
- bullying can include:
  - verbal teasing or making fun of someone;
  - excluding children from games and conversations;
  - pressurising other children not to be friends with the person who is being bullied;
  - spreading hurtful rumours or passing round inappropriate photographs/images/drawings;
  - shouting at or verbally abusing someone;
  - stealing or damaging someone's belongings;
  - making threats;
  - forcing someone to do something embarrassing, harmful or dangerous;
  - harassment on the basis of race, gender, sexuality or disability;
  - physical or sexual assault (although all sexual incidents and all but very minor physical incidents constitute abuse and must be dealt with in accordance with child protection procedures).
- bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm;
- people are often targeted by bullies because they appear different from others;
- we all have a role to play in preventing bullying and putting a stop to bullying.

**The purpose of this policy is:**

to prevent bullying from happening in our organisation, as much as possible;

when bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need;

to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

**We will seek to prevent bullying by:**

1. Following the Behaviour for Learning policy and the Stoke Damerel 6 that sets out the “dos” and “don’ts” in terms of how everyone involved in Stoke Damerel Community College is expected to behave, both in face-to-face contact and online;
2. Developing a new members’ welcome pack that will help Stoke Damerel Community College to attract members from diverse groups;
3. Developing a plan that describes how we welcome new members and help them to settle in;
4. Holding regular discussions with staff, volunteers, children, young people and families who use Stoke Damerel Community College to ensure that they understand our anti-bullying policy. These discussions will focus on:
  - a. group members’ responsibilities to look after one another and uphold the behaviour code;
  - b. practising skills such as listening to each other;
  - c. respecting the fact that we are all different;
  - d. making sure that no one is without friends;
  - e. dealing with problems in a positive way;
  - f. checking that the anti-bullying measures are working well, feeding back in assemblies and in appropriate meetings.
5. Following our complaints policy and procedure;
6. Making sure that staff, volunteers, children and young people, and parents and carers have clear information contained in our leaflets about our anti-bullying policy, complaints procedure, code of behaviour and anti-bullying procedure.

**When bullying occurs, we will respond to it by:**

Following our clear anti-bullying procedures outlined in this Policy;

Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying;

Addressing the issue from the point of view of the person being bullied, the bully, any bystanders and Stoke Damerei Community College as a whole;

Reviewing the plan developed to address the bullying, in order to ensure that the problem has been resolved;

Avoiding any punishments that make the individuals concerned seem small, or look or feel foolish in front of others.

# FLOWCHART

## Summary of the process for dealing with incidents of bullying

