

Anti-Bullying Policy

Committee	Governors' Student and Community Committee
Approved by Governors	November 2011
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Introduction

The control and management of bullying is vitally important at Westbourne Sports College, and we fully accept our responsibilities and duty of care in this issue.

This document sets out the college's policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable under any circumstances (zero tolerance) and that it is best prevented through the development of an ethos based on mutual respect, fairness and equality. It acknowledges that bullying behaviour is problematic for the victim and bully, although sympathy is always with the victim not the bully. This Policy has been co-written by staff and WASPS.

Principles

All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is **no justification whatsoever** for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation, and ability are absolutely repudiated as reasons for bullying.

Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways. Simply punishing bullies and supporting victims often continues a cycle of bullying rather than dealing with it.

In dealing with bullies we attempt to bring about a long-term change in their behaviour, rather than just deal with individual incidents.

In supporting victims we attempt to develop their own self-esteem and confidence so that they feel generally more secure.

We encourage a culture where bullying is talked about openly and to report bullying, whether it occurs to an individual or others, is seen as the right and normal thing to do.

Aims

To fulfil our statutory responsibility to respect the rights of children and to safeguard and promote their welfare.

To clarify our responsibility for responding to incidents of bullying and to emphasise to staff, pupils and their parents, our zero tolerance attitude towards bullying behaviour.

To eliminate intimidating behaviour and promote an ethos in which each pupil is safe and able to talk openly about bullying.

To address the problem of bullying and to keep it under control through the implementation of whole-College policy and procedures.

To reassure parents and carers that we take their children's welfare seriously and that they are being educated in a safe and secure environment.

Objectives

To develop and implement an anti-bullying policy based on a consistently implemented whole college approach

To raise awareness among staff; parents/carers and pupils about the issue of bullying and the college's attitude towards it and to create an environment in which bullying is seen as inappropriate and unacceptable.

To be pro-active in the prevention of bullying.

To make pupils, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.

To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.

To address with bullies their problematic behaviour in a fair and firm manner, and to provide them with support to enable them to change their behaviour.

Definition

Bullying behaviour may be direct or indirect. Direct forms include physical violence and threats; verbal assaults and taunts; the destruction of property; extortion. Examples of indirect forms of bullying include ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumour; abusive or oppressive graffiti.

We take all forms of bullying seriously and in cases related to any incidents which include racist, sexist, disablist or homophobic elements, these will be dealt with under the College's Race Equality Policy in conjunction with this Policy.

Scope

This policy applies only to incidents of bullying which take place on college premises or to and from college. Although we will seek to deal with bullying that occurs off-site, we are not **legally** responsible for bullying which takes place elsewhere.

Prevention

All staff involved in the education and/or supervision of children have been made aware of the issue of bullying and the need to apply the college's policy of zero-tolerance consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

In addition the issue of bullying will be raised with pupils at a number of levels including:

- At whole college level – through assemblies when children will be informed of the college's zero-tolerance policy and the actions that will be taken to prevent bullying taking place.
- At classroom level – during registration time and in PSHE.
- At individual level – children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered support and guidance.
- Children who have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and to prevent further incidents.
- College recognises that there are particular times when children may be more vulnerable to bullying – lunch and break times and the beginning and end of the college day. Arrangements are made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.
- Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.

- Parents who believe their child is the victim of bullying should share their concerns with college at the earliest opportunity and be prepared to work with college to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.
- Similarly if parents believe their child is bullying others, this information should be shared with college so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child helped to change their behaviour.

All of these preventative strategies operate within an ethos founded on equality, fairness and respect for others in which individual differences are celebrated. In order to help children learn and develop appropriate responses to others, all staff at all times will treat each other (and children, parents and carers) with courtesy and respect and will model appropriate and acceptable behaviour.

Parental Involvement

We are firmly committed to working in partnership with parents and believe that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.

If a child is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a victim or a bully) we will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by college staff and parents informed.

Implementation

We are committed to creating a bully-free environment and will ensure that its zero-tolerance policy is applied rigorously. All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall within the college's definition of bullying and ensure that the victim receives what support is required; the bully is informed of the unacceptability of his/her behaviour and a record is made of the incident.

All children need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Post Incident Responses for the Victim

When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated.

We offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and will include:

- action to stop the immediate incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully
- strategies to prevent further incidents
- sympathy and empathy

We may also where appropriate provide

- counselling
- befriending
- assertiveness training

extra supervision/monitoring
informing/involving parents
adult mediation between the bully and the victim (provided the victim is willing)
arrangements to review progress

For the Bully

We take bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. We do not believe that the use of punishment alone is helpful in managing this problem, but is of the view that the positive use of sanctions can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change.

We will respond to incidents of bullying behaviour in a proportionate way – the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. The exact nature of the response will be determined by the particular child's individual needs and will include:

- immediate action to stop an incident of bullying in progress
- engagement with the bully to reinforce the message that their behaviour is a breach of college rules and is unacceptable
- parents informed

We may also take the following action:

- loss of lunch/breaktime privileges
- detention
- rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control
- daily report
- removal from class/group
- withholding participation in sports or out of college activity (if not essential part of curriculum)
- counselling/instruction in alternative ways of behaving
- adult mediation between the bully and the victim (provided this is safe for the victim)
- fixed periods of exclusion
- permanent exclusion (in extreme cases which involve violence or persistent repetitive bullying behaviour)

Monitoring and Evaluating

Each incident of bullying falling within the college definition will be recorded. Any incidents with a racist, sexist, disabilist or homophobic element will be identified and recorded in accordance with the Race Equality Policy.

Policies should be reviewed on a yearly basis and communicated to governors, staff and parents/carers.

Senior staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and pupils.

Appendix one

WESTBOURNE SPORTS COLLEGE ANTI-BULLYING POLICY

We want Westbourne Sports College to be a place
where everyone can feel secure

NO-ONE should have to suffer name calling

NO-ONE should have to suffer physical violence

NO-ONE should feel victimized in any way

It is everybody's responsibility to ensure that bullying is not tolerated.

IF THERE IS A PROBLEM, SHARE IT

Appendix two

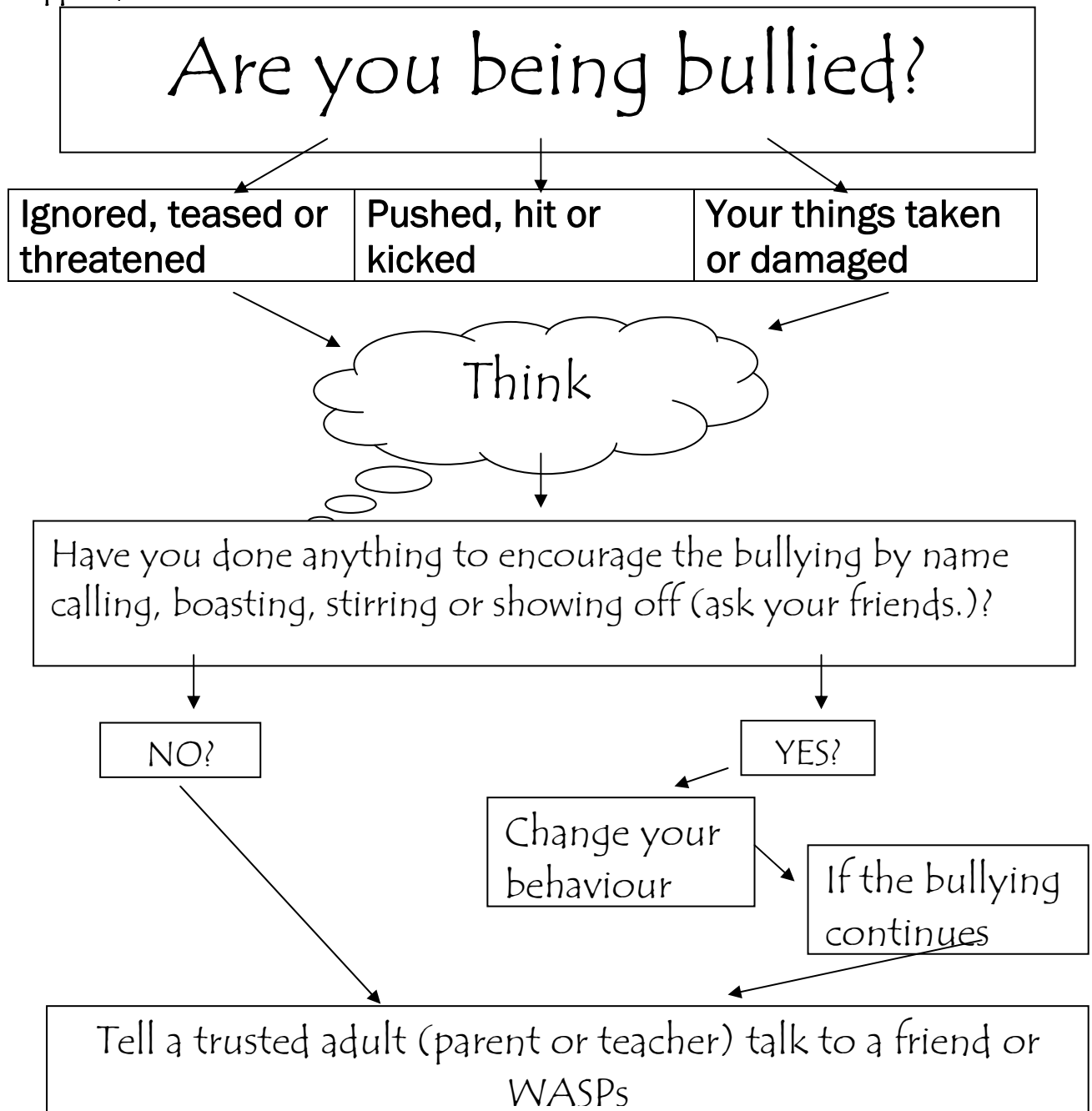
WESTBOURNE SPORTS COLLEGE IPSWICH

BULLYING – A POSITIVE RESPONSE

It is a basic entitlement of all children that they receive their education free from humiliation, oppression and abuse. Victims of bullying can suffer physical and psychological abuse, isolation, loneliness, insecurity and anxiety. They may be subjected to name-calling, teasing or intimidation.

At Westbourne Sports College we believe that everyone should have the same basic rights of freedom from all forms of harassment. Relationships are the foundation of our college; pupils are encouraged not only to treat others as they would wish to be treated, but also to actively safeguard the rights of others. We seek to ensure that victims of bullying are confident of support and redress, while bullies are helped to see the error of their ways.

The college's anti-bullying policy is rigorous and simple: bullying will not be tolerated. This message is delivered regularly to members of the community by means of assemblies and especially by the reactions of staff to such problems. Pupils are in no doubt as to the outcome; bullies have no place in our midst, the victim will always be supported. Our policy is positive rather than punitive; it seeks to raise awareness of issues involved in harassment, and is based on the active co-operation and trust between staff and pupils. Key staff have been trained to work with bullies and victims.



INSIST THAT AN ADULT HELPS YOU

**AT WESTBOURNE WE TAKE BULLYING SERIOUSLY, AND
WILL ALWAYS RESPOND**