



Campbell Harris

Anti-Bullying Policy

Under the *School Standards and Framework Act 1988* head teachers have a legal duty to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and students. This policy should be used in conjunction with the DfEs 2000 document: *Bullying: Don't Suffer in Silence*.

The aim of our anti-bullying policy is to ensure that our students learn in a supportive and secure environment without the fear of bullying. Bullying is anti-social behaviour which affects everyone, is unacceptable and will not be tolerated. It is not uncommon for students to join Campbell Harris after having difficult experiences of bullying elsewhere and it is therefore particularly important that we are alert to this issue.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

Physical (kicking, hitting, theft)

Verbal (name calling, racist remarks)

Indirect (spreading rumours, excluding someone from social groups)

Electronic bullying (including bullying via the internet, telephone, text and email)

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, pretending to be ill, taking unusual or more frequent absences or clinging to adults. Their patterns of work may change; they may also lack concentration or truant from school.

All staff members, whether teaching or ancillary, must be aware of the signs of bullying and act promptly against it in accordance with this policy.

Any person who has reasonable cause to suspect a student of being harassed or bullied in any form, must report the incident to either of the designated trained Child Protection Officers (CPO) immediately. The CPOs are Mark Harris and Claire Campbell.

All acts of bullying will be investigated by the designated Child Protection Officer initially and an overall decision made by the Principals in accordance with the College's Child Protection Policy.

Those students concerned will be interviewed by one of the Principals and the incident will be recorded.

Personal Tutors will be kept informed and if it persists the Personal Tutor will advise the appropriate subject teachers.

Parents will be kept informed.

Disciplinary measures will be used as appropriate.

Pupils who have been bullied will be supported by:

- a) Offering the immediate opportunity to discuss the experience with their personal tutor or a member of staff of their choice
- b) Reassuring the student
- c) Offering continued support
- d) Restoring confidence and self-esteem

Students who have bullied will be helped by:

Discussing what happened

Discovering why the student became involved

Establishing the wrong doing and the need to change

Informing parents or guardians to help change the attitude of the student

The following disciplinary steps can be taken:

Official warnings to stop offending

Detention

Minor fixed-term exclusion

Major fixed-term exclusion

Permanent exclusion

We raise the awareness of the nature of bullying through PHSE, at students' sessions with their Personal Tutor, and in class discussions to help minimize such behaviour. We try to maintain an atmosphere where students can feel at ease and confident enough to speak about their problems with someone they can trust.

During College hours there will always be a trained member of staff available for students to confide in if they are, or know of, a student who is a victim of bullying or racial remarks. Normally this will be the designated CPO; however, other members of staff will also be available should the student prefer to talk to them. If a student wishes to speak to somebody not related to the college they can discuss matters with an outside agency with whom the College will be happy to liaise.

All College staff should note that this policy must be followed at all times. It is not permissible to shout, exhibit intimidating body language or use inappropriate language with students at any time. All of the above constitute a form of bullying that is not acceptable.

The College will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the College.

June 2019
Review June 2020

The following web links are useful:

recent DfE

<http://www.education.gov.uk/aboutdfe/advice/f0076899/preventing-and-tackling-bullying>

<http://www.education.gov.uk/aboutdfe/advice/f0076899/preventing-and-tackling-bullying/what-is-bullying>