

Archbishop Beck Catholic Sports College

Anti-Bullying Policy

Statement of Intent

We at Archbishop Beck Catholic Sports College are committed to working with students and parents / carers to provide a learning environment that is secure and is supportive so that all individuals can develop academically and socially free from fear of ridicule, harassment or physical threat. We aim to create an environment where all members of the college community feel safe, respected and valued. All students have an absolute right to be protected from others who may wish to harm, degrade or abuse them. Bullying of any kind is unacceptable at our college in accordance with our 'Mission Statement.' We want to develop an ethos that promotes high standards of behaviour based on mutual respect. The ethos of the college is founded in our Christian values and its belief in respect for the individual and concern for one another. Every member of staff shares the responsibility for fostering these values. We are a telling college and this means that anyone who knows that bullying is happening is expected to tell a member of staff and know that all bullying incidents will be dealt with promptly and effectively. Parents / carers have an essential role to play in counteracting bullying. Where bullying is clearly established, parents / carers of both victim and perpetrator will always be contacted and the college will seek to involve them in securing solutions.

Objectives of this Policy

- To prevent bullying and to know that bullying is not tolerated by raising awareness through education.
- Everyone, including governors, teaching and non-teaching staff, students and parents / carers should have an understanding of what bullying is.
- To inform everyone about the colleges anti-bullying policy and to follow procedures when bullying arises or is reported.
- Students and parents / carers should be assured that they will be listened to and supported when bullying is reported. Including help for both the victim and the perpetrator.

What Is Bullying?

Bullying can be defined as deliberately hurtful behaviour that is repeated over a period of time, where it is difficult for those being bullied to defend themselves. It is difficult for those who bully to learn new social behaviours. Bullying results in pain and distress to the victim as those who bully have and exercise power inappropriately over them.

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence. Interfering with possessions, 'borrowing'
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focussing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing, skitting, intentionally embarrassing others

- **Technological /Cyberbullying** covers all areas of internet, email & social networking sites e.g. Facebook and chat room misuse. Mobile telephone misuse, threats by text messaging & prank calls, taking photos, happy slapping etc. Misuse of any other associated technology, i.e. camera, video and voice recording facilities.

Remember that bullying can occur not only between students but also between staff. It can be staff to student or by student to staff. It also includes individuals who bully students or staff as they arrive to and leave college.

Signs and Symptoms

A student may indicate by signs or behaviour that he or she is being bullied. All adults within the college community should be aware of these possible signs and that they should always investigate if a student:

- 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 to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- stops progressing academically
- comes home with clothes torn or books damaged
- has possessions which are damaged or " 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

Remember that these signs and behaviours could indicate other problems, but bullying should be considered a possibility.

Procedures

- Report bullying incident to staff, if the incident is not serious the member of staff involved will talk to the students at the time. A written note or comment on SIM's to the relevant learning mentor, form tutor or progress manager logs the incident. Parents / carers will be notified as appropriate.
- If it is serious and there is evidence of other recorded incidents, both the victim and bully will be interviewed separately either by the learning mentor or progress manager. Any relevant Safeguarding information should be passed on to the Child Protection Officer.
- If agreed a follow up mediation session will take place, which results in a contract between both parties being drawn up. A letter will be sent home detailing all of the above and will explain what will happen next.
- The situation will be closely monitored as feedback will be given to all members of staff. If bullying continues then parents / carers will be asked to come in to college to discuss the issues and to develop strategies.
- The learning mentor will attempt to help and counsel both the perpetrator and the victim to change their behaviour's during this time.
- If the bullying continues the parents / carers will be asked to attend a meeting with the Deputy Head / Headteacher and if appropriate the police will be consulted. At this point we will utilise our external agencies as appropriate.
- If incidents still continue exclusion procedures may begin. (All circumstances will be considered fully).

Remember that the college's Behaviour Policy will also be in place to address students' poor behaviours.

Policies which support our Anti-Bullying Policy include:

- Equality and Diversity Policy
- Safeguarding (Child Protection) Policy
- On-Line Safety Policy

Prevention

We are a telling college that has a zero tolerance to bullying and we do this by having a whole college approach:

- Our Mission Statement is based on Respect and there are posters displayed around college and in every class room. Our anti-bullying policy is in the students planners and a procedure flow chart is in every classroom along with a photograph of our Anti-Bullying Coordinator.
- Weekly year assemblies on RESPECT and the college values.
- Our local community police officer, conducts assemblies about the law and consequences of inappropriate behaviour in and out of college. He also holds a weekly drop-in for students and staff to attend and report things confidentially.
- In the classroom, during form tutor and lesson time, through project work and termly Enrichment days.
- Supervision during breakfast club, break and snack break times. There are members of staff around when students arrive and leave college.
- Student Voice where all students have a chance to discuss issues that concern them.

- Students take part annually in the 'Liverpool Children's Service Anti-Bullying Strategy' by filling out on line questionnaires.
- Transition buddies are available for year 7 students who require their support.
- We work closely with parents / carers to ensure that all concerns are taken seriously and are investigated thoroughly.
- Inviting external agencies to come into college and do workshop's on all aspects of bullying, for example, Bullybusters.
- Take an active part in the Anti-Bullying Alliance week held every November.
- Reporting – Termly reports of incidents are evaluated by the Senior Leadership Team (SLT) and the Governors.

Further sources of information:

Although bullying is not in itself a criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour - or communications - could be a criminal offence for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003 and the Public Order Act 1986. Section 89 Education and Inspections Act 2006. The Equality Act 2010.

The Anti-bullying Alliance (ABA): Founded in 2002 by NSPCC and the National Children's Bureau, the Anti-Bullying Alliance brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues. www.anti-bullyingalliance.org 020 784 31901.

Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They offer specialist training and support for college staff and assertiveness training for young people. www.Kidscape.org.uk 020 730 3300

Childline: 0800 1111 www.childline.org.uk

Bully Busters: 0800 169 6928 www.bullybusters.org.uk

NSPCC: 0808 800 5000 www.nspcc.org.uk

Cyber Bullying / On-Line Bullying:

ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves.

Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.

Digizen: provides online safety information for educators, parents, carers and young people.

Advice on Child Internet Safety 1.0: The UK Council for Child Internet Safety (UKCCIS) has produced universal guidelines for providers on keeping children safe online.

Under the Malicious Communication Act 1988, it is an offence for a person to send 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.

LGBT:

EACH: (Education Action Challenging Homophobia): provides a national Freephone action-line for targets of homophobic or transphobic bullying and training to colleges on sexual orientation, gender identity matters and cyber homophobia.

Colleges Out: Offers practical advice, resources and training to colleges on LGBT equality in education.

Stonewall: An LGB equality organisation with considerable expertise in LGB bullying in colleges, a dedicated youth site, resources for colleges and specialist training for teachers.

SEND:

Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people.

Changing Faces: Provide online resources and training to colleges on bullying because of physical difference.

Cyberbullying and children and young people with SEN and Disabilities. Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying practice.

Racism:

Show Racism the Red Card: Provide resources and workshops for colleges to educate young people, often using the high profile of football about racism.

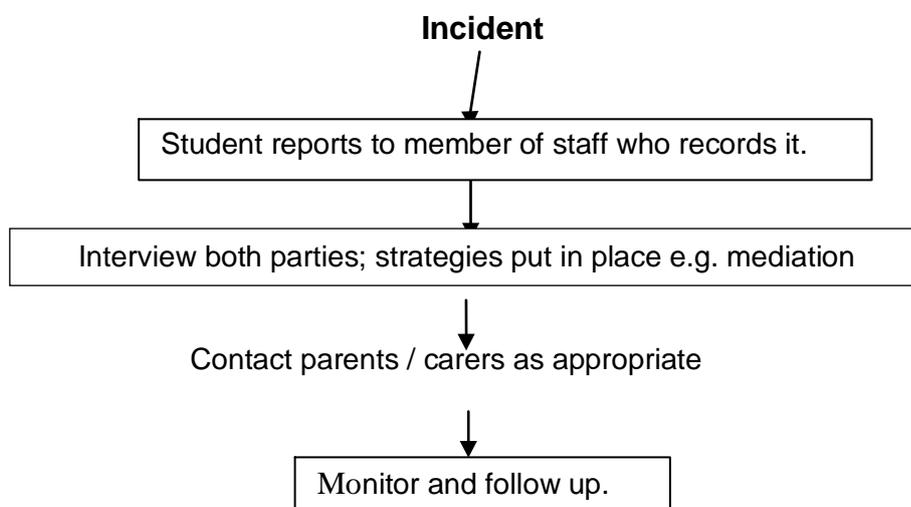
Kick it Out: Uses the appeal of football to educate young people about racism and provide education packs for colleges.

Anne Frank Trust: Runs a college project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination and cultural diversity.

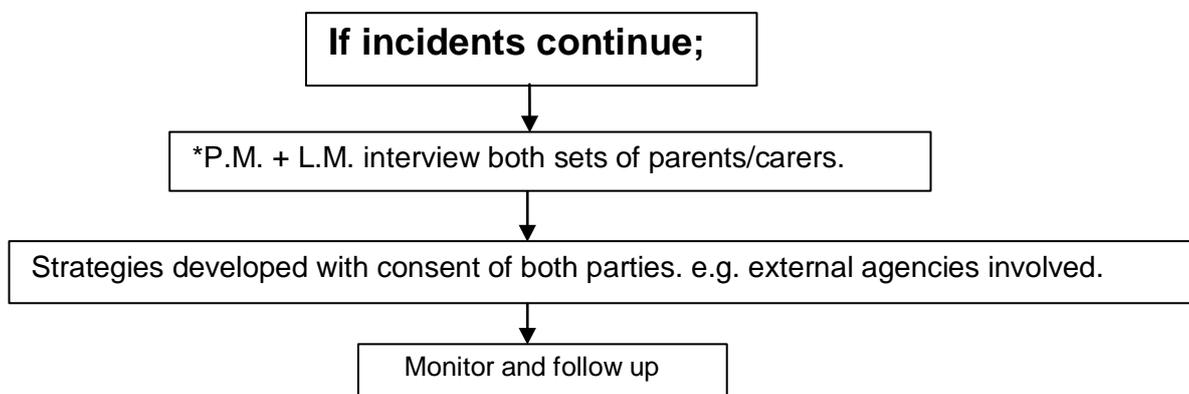
Please note that during this process the college's Behaviour Policy will also be in place to address student's behaviour.

Anti-Bullying Policy Flow Chart.

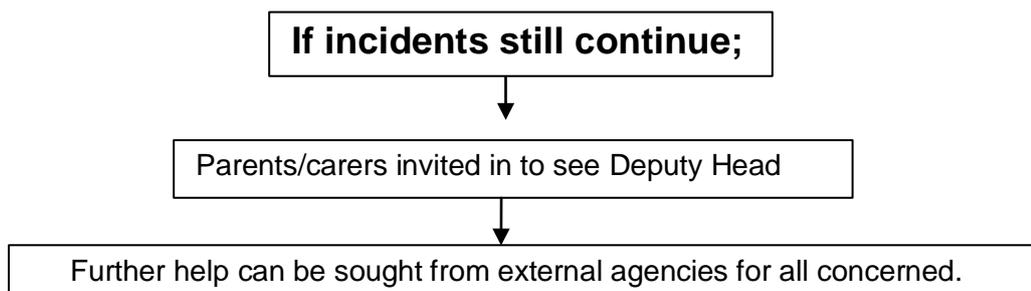
Stage 1



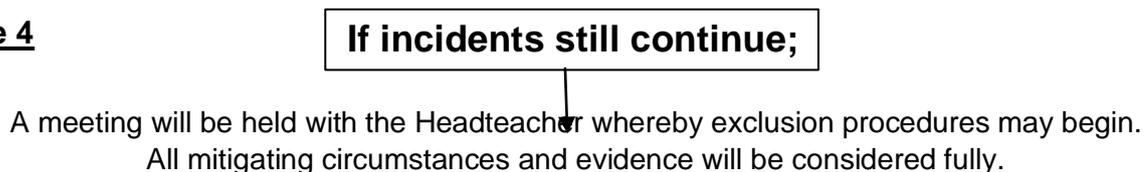
Stage 2



Stage 3



Stage 4



* P.M. – Progress Manager L.M. – Learning Mentor