



September: 2018

Review Date: September 2019

**Member of Leadership responsible:
Vice Principal (Pastoral/Inclusion)**

Governors Group: Safe Learning for All

THE CHALFONTS COMMUNITY COLLEGE

ANTI-BULLYING POLICY

1. Introduction

This policy has taken in consideration the views of students, staff and parents. Recommendations from the DfE have been implemented.

2. College Definition of Bullying

'The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the target.'

- The 'attack' could be verbal, physical, social (including social exclusion) or psychological or a combination of these.
- Distress, fear or harm is caused not just by a transient incident but by the threat of future, ongoing attack.

A simpler definition devised by young people is:-

'People doing nasty or unkind things to you on purpose, more than once, which is difficult to stop.'

Communications technology (texting, e-mails, messaging, social network sites, tweeting etc.) has also enabled a remote, potentially anonymous channel for many of the most disturbing and undermining forms of attack or intimidation – popularly referred to as '**Cyber-bullying**'. Cyber-bullying, unconstrained by time or place, can reach directly into a student's home refuge and is a most invasive and profound form of attack.

3. Aims

Every member of The College community should know that bullying is not tolerated at The College, on the journey to and from College and on activities and trips outside of The College.

The college aims are:

- To provide a safe environment for all members of the college
- To promote the values of a caring environment
- To encourage mutual respect and support
- To raise awareness of the issues relating to bullying and positive ways in which to address them

Students and staff should report every incident of bullying.

Every incident of bullying will be dealt with by staff as it is reported.

4. Objectives

- To work together towards the elimination of bullying
- To promote an atmosphere where bullying is not accepted
- To reinforce continually and consistently what constitutes acceptable and unacceptable behavior
- To ensure every member of the college is aware of the strategies and procedures in place for dealing with incidents of bullying

5. College Environment

It is recognised that the environment of a school has an influence on incidents of bullying. In the College students are able to say indoors or outside during break times and lunchtime. There is a hardcourt area, an extensive playing field and a separate 'quad' area for Year 7 students. There is a range of extra-curricular activities for students at every lunch time. For vulnerable students we also provide a number of areas to safeguard the students and support their emotional wellbeing. Both of which are run every lunchtime:

- 'The Bubble' - which is supervised by two members of the Pastoral Team
- 'The Hive' – Year 13 Peer Listeners (supported by school counsellor)
- Learning Support – supervised by LSAs to ensure that vulnerable students with SEND are given emotional support and a safe place to stay during break/lunch times

6. Procedures and Consequences

All are encouraged to report incidents of bullying to an appropriate member of staff

6.1 Each incident is dealt with on an individual basis dependent upon the nature of the bullying, timescales and having regard for the victim

6.2 When an incident is reported, a written statement is obtained from the bully, the victim and, where possible, any witnesses.

6.3 The Year Leader (or Vice Principal in severe cases) will investigate each incident. Tutors are kept informed of action taken.

6.4 When a bully is caught in the act:

- The victim is removed from the situation for safety
- Physical involvement is avoided
- The bully is sent/accompanied to the Pastoral and Welfare Support Office (or internal exclusion room pending further investigation)

6.5 A range of responses and sanctions are available and used within the college

- At a low level; bringing together those involved for discussion on a way forward - similar to that of a Restorative Justice Session.
- Detentions
- Internal exclusions or permanent exclusion (depending on the nature of the bullying)
- Referrals to outside agencies for support (eg: Outreach)

6.6 Parents are contacted, informed and involved dependent on the nature and severity of the 'bullying'

1.7 The college will keep a record of all incidents, actions and outcomes

7. Staff Development

All staff are actively encouraged to keep skills and knowledge up to date regarding the issue of bullying. This is facilitated by either the Year Leaders and/or members of the Senior Leadership Team through in service training opportunities and discussion. In some cases, assemblies and training is also delivered by the school's Police Community Support Officers.

8. Information for students on bullying

Each student has a copy of The College's statement on bullying in their Student Planner.

Supporting each other by reporting any incidents of bullying is included in The College Code which is in Student Planners and discussed at the beginning of each academic year.

Students consider bullying in Tutor Time as part of the PSHCE curriculum other curriculum areas across the whole of the school (eg English & Citizenship)

Bullying is also addressed within the programme for assemblies - many of which involve members of our school's Community Support Police Officers. Anti-Bullying Week is celebrated across the college in November – linking to the key theme identified each year.

A statement is made about The College's stance on bullying at the new intake evening and when senior staff visit feeder schools.

Linked policies

- Behaviour for Learning
- Equalities
- E-Safety
- Child Protection (Safeguarding)
- Sex Education and Relationships