



# **The Chalfonts Community College**

## **Anti Bullying Policy**

# **2023**

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## 1. Aims and purpose

Chalfonts Community College want every child to feel and be safe and happy at school. Bullying, especially if left unaddressed, can be a barrier to learning and have serious consequences for students' happiness and mental health.

We know that bullying happens in every school. This policy has been written so that we can ensure we have a clear, transparent and effective system for

- Working with students to prevent bullying behaviour
- Ensuring that students feel able to report bullying behaviour
- Dealing with reports of bullying

This policy has been written with consideration to the following:

- The Education and Inspections Act 2006, which places a duty on schools to prevent all forms of bullying.
- The Equality Act 2010, which requires schools as public bodies to have due regard to the need to eliminate unlawful discrimination, harassment, victimization and any other conduct prohibited by the Act; to foster good relations between people who share a protected characteristic and people who do not share it.
- Keeping Children Safe in Education, which states that where there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm, a bullying incident should be addressed as a child protection concern under the Children's Act 1989
- The DfE guidance "Preventing and tackling bullying" 2017.
- The DfE guidance "Alternative Provision – statutory guidance for local authorities" 2013
- Sections 90 and 91 of the Education and Inspections Act which enable a school to discipline students for misbehaving outside the school premises.

and must also be read alongside our school Behaviour Policy and Safeguarding policy. .

## 2. Statement of Intent

At Chalfonts Community College, we believe that:

- Bullying is unacceptable
- Bullying is a problem to which solutions can be found
- Everyone has the right to work and learn in an environment free from fear
- Everyone has the right to be open about who they are, and to be accepted for that
- Everyone has a responsibility to ensure that we treat others kindly and with respect, and to change our behaviour if it is causing upset or worry to others
- Seeking help is a sign of strength, not weakness

## 3. Definition of Bullying

We have adopted the definition of bullying from the DfE Guidelines. This is:

**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, including (but not limited to)

- Unkind, offensive and/or upsetting words
- Actual or threats of physical violence
- Cyber-bullying via text message, social media or gaming

## **4. Preventing bullying**

Chalfonts Community College believes that our response to bullying starts before any bullying has happened, so that we can proactively work with students and families to prevent bullying occurring. This will happen in a number of ways:

### **4.1 Education about friendship and bullying**

Our school PSHE programme includes work on friendships, relationships and bullying, in order to help our students understand the difference between these and develop the skills to build positive relationships. Our PSHE programme includes work in tutor time and assemblies, as well as additional workshops and activities led by staff and specialist external agencies.

### **4.2 Education that promotes acceptance of difference**

Chalfonts Community College aims to be a place where staff and students can be themselves, and feel accepted as themselves. Our school PSHE programme includes work on the Equality Act and protected characteristics, allows students to openly discuss the differences between people including those that may motivate bullying and discrimination including religion, ethnicity, disability, gender, sexuality, appearance, different family situations, etc.

### **4.3 Ensure staff are vigilant regarding any poor behaviour**

Our staff will always attempt to be vigilant of any poor behaviour, so that any difficulties or issues emerging between students can be identified early and referred to our pastoral support staff or year leaders for investigation and/or support. In this way, we hope to identify issues early and deal with them before they become bigger problems for children.

## **5. Investigating bullying**

Students are encouraged to report any bullying behaviour to a trusted member of staff.

Students who do not want to talk to a staff member or feel that they cannot, can use **Whisper** an online anonymous confidential reporting system.

All staff are aware that this should be reported to the Head of Year for further investigation.

The Head of Year, working alongside the pastoral support staff for the year group, will:

- Speak to the student who has reported the behaviour
- Speak to any other students involved
- Take statements if there has or may have been bullying behaviour that requires further investigation, support and/or sanctions
- Report the incident to the safeguarding team using cpoms if a child is suffering, or is likely to suffer, serious harm
- Speak to the parents of any students involved

## **6. Support for students who have been bullied**

The support that we offer students who have been bullied will depend on the individual circumstances and the level of need. The Year Leader will speak to the student and parents to decide what support is appropriate. Support offered could include:

- Regular check-ins with pastoral support
- The ability to go to pastoral support if required on an ad-hoc basis
- Mentoring or support from a trusted member of staff
- The ability to use quiet spaces in school during break times with a friend or group of friends
- A referral to the school's counselling team
- Referring to Family Support, Children's Services or other agencies
- Referral to CAMHS
- Referral to the school's Learning Support Department (DfE guidance makes clear that if bullying leads to persistent, long-lasting difficulties that cause the child to have significantly greater difficulty in learning than the majority of those of the same age, the child should be assessed for SEN).
- In extreme cases, where the effects of bullying are so severe that it is not possible to reintegrate a child back into school, we may consider referrals to alternative provision or the use of online education, as per the DfE's statutory guidance on the use of alternative provision.

In many cases, a student who is found to be engaging in bullying behaviour may also require support. This could be any of the support listed above, or working with specialist agency e.g. Prevent if the bullying is of a particular type.

## **7. Sanctions for bullying**

If the school believes that a student has been involved in bullying behaviour, we will apply our school behaviour policy to determine an appropriate sanction. The sanction will vary depending on the type and nature of the bullying behaviour, the motivations behind this behaviour, and any other relevant contextual factors, such as a students' special educational needs.

## **8. Bullying involving the use of mobile phones**

The Education Act 2011 states that when an electronic device such as a mobile phone has been confiscated by a member of staff, the Head Teacher can give that staff member formal authorisation to examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's device or mobile phone.

If a device or mobile phone has been confiscated by a member of staff and the school has reasonable grounds to suspect that it contains evidence in relation to an offence, the Education Act 2011 requires school staff to give that phone to the police as soon as is reasonably practicable. School staff should not delete material on the device if it may be relevant to an offence.

## **9. Bullying which occurs outside school premises**

The DfE guidelines make it clear that school staff members have the power to discipline pupils for misbehaving outside the school premises.

Where bullying outside of school is reported to school staff, it will be investigated and acted on as described above. The member of SLT working with the investigation will also consider whether this should be reported to the police or schools officer. If the misbehavior could be a criminal offence or poses a threat to a member of the public, the police will be informed.

<b>Date</b>	<b>Issue</b>	<b>Status</b>	<b>Comments</b>
March 23		Rewritten	