



MATHS & COMPUTING COLLEGE

Cantell Maths and Computing College

Anti-Bullying Policy

Summer Term 2010

Every Child Matters

Policy Dated: March 2010

Review Date: March 2012

Ratified by Policies Committee of the Governing Body: May 2010

Signed by:

Headteacher: R. Evans

Chair of Policies Committee: H. Inskip

Anti-Bullying Policy

Every Child Matters

Statement of Intent:

At Cantell School we believe that every individual has the right to feel safe.

The Cantell School Anti-Bullying Charter - ABC

At Cantell School....

We believe that bullying is wrong, as such we are working together to eliminate it from our school and from the community.

We believe that bullying is intentional and repeated emotional, physical, verbal or cyber abuse.

We believe that it is important to inform others when bullying has occurred, as a school we must seek to encourage those who know to tell.

We believe it important that we speak out against bullying. We must prevent bullying from happening.

We believe in taking action against bullying, actions that prevent bullying from happening and actions that prevent bullies bullying others.

We believe in providing support for those who are being bullied, support that gives individuals back confidence and a belief in themselves and the school community.

We believe in providing help and support to bullies in realising bullying is wrong that the impact of their behaviour affects more than just the person being bullied.

If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that **anyone** who knows that bullying is happening is expected to tell a member of staff. We believe that all members of the community should be committed in working together to stop bullying, understanding that without the support of all, preventing and dealing with bullying is difficult.

Objectives of this Policy

- To minimise incidents of bullying
- To improve children's safety and well-being
- To provide an understanding of what bullying is

- To change the behaviour of the person/people using bullying behaviours
- To change the behaviour of witnesses
- To provide advice for students who are bullies or victims of bullying and inform parents
- To inform parents, governors, teaching and non-teaching staff of what the school policy is on bullying, and “follow-up” when bullying is reported.

All students and parents should know what the school policy is on bullying, and what they should do if bullying arises. When dealing with these cases the school uses restorative approaches.

Guidance for Staff and Parents

What Is Bullying?

Bullying is the mental, physical, verbal or cyber abuse of another person that intentionally hurts, or harms. It is often repeated over a period of time. Bullying is destructive and interferes with educational achievements and affects students, parents and teachers. Bullying can be frightening, can cause illnesses and in extreme cases depression which may continue into their adult lives.

Bullying includes:

- name calling
- making things up about a person
- throwing things at someone
- hitting, pinching, biting, pushing and shoving
- stealing things
- damaging belongings
- taking money
- being left out
- spreading rumours and malicious gossip
- threats, intimidation and extortion
- making silent, or abusive phone calls
- sending offensive text messages, or photographs
- posting insulting messages on the internet or school intranet

Bullying can happen anywhere at any time. However, the most common places tend to be:

- anywhere where adults may not be present
- in classrooms
- in corridors
- under staircases
- in toilets
- in the courtyards
- areas hidden from the main parts of the school
- on buses
- on the way to and from school

- in the local area

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- attempts or threatens suicide, self harm or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- 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 answer the phone.

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated. It is important not to wait until bullying is reported through the school incident procedures.

Guidance for all Staff

Prevention of Bullying

- All staff are responsible for establishing a welcoming and caring atmosphere within the school and within the classroom. Students must be made to feel proud of their school, encouraging them to become involved in the life of the school.
- Team building exercises and group work will encourage students to work together in harmony and a range of activities should be included within the curriculum to encourage group work, participation and working together.
- Prefects and peer supporters will set a good example within the school enabling younger students to feel they can approach them and ask for advice.

- Frequent patrols will be made by all staff/prefects throughout the day to eliminate 'hot spots' around the school, such as toilets, hidden areas under stairs etc.
- Staff will be on duty at break time, lunchtimes, before and after school.
- The Anti-Bullying Charter will be on display around the school and regularly revisited.
- Guidance for dealing with bullying will be in the student handbook.
- The Anti-Bullying Policy will be part of the school induction programme for all new staff.
- Time will be taken to listen to Student's concerns.
- A concerns box will be available in Student Reception for students to write down their concerns and place the paper in the box. Concerns will be dealt with confidentially.
- Drop-in lunchtime sessions organised by peer supporters advertised on the school intranet.
- Regular assemblies delivering the 'every child has a right to feel safe' message.
- Regular monitoring and summary reports provided by the Year Leaders on bullying incidents and outcomes. Student voice listened to through the Anti-Bullying Questionnaire on a rolling program. Analysis provided via the Year Leaders.

Responding to Bullying – Role of the Year Leader, Form Tutor, Staff member Support and Teaching

- Report all bullying incidents to the Year Leaders.
- Incidents will be recorded **by relevant staff**, students on an appropriate Incident Form available from the year room.
- No action will be taken without consultation/agreement with the person reporting the bullying and the person being bullied.
- In all cases, parents of all parties will be informed and will be asked to come in for a meeting with the designated Year Leader or other **appropriate member of staff - this could be the Form Tutor or any member of the teaching staff that has a good (impartial) relationship with both parties**, to discuss the problem.
- The bullying behaviour or threats of bullying must be investigated thoroughly by the Year Leader and the bullying stopped quickly. If possible, the students will be reconciled.
- An attempt will be made to help the bully (bullies) change their behaviour.
- A punishment such as exclusion can mark the seriousness with which an episode of bullying is viewed and can also help to provide a safer environment for victims. It also has to be recognised that some types of bullying are crimes. Schools are subject to the law of the land so the possibility of punishment in response to very serious incidents cannot be denied.
- If necessary and appropriate, police will be consulted.
- Support and counselling will be provided in addition to restorative practice.
- Regular follow up by the Year Leader will be undertaken to ensure that bullying has ceased.
- All records will be kept in students files of all parties.

Guidance for Students

Bullying Is Wrong

Nobody has the right to hurt other people by hitting them, kicking them, calling them names, sending them threatening text messages, spreading rumours about them or by doing anything else which is intended to be upsetting.

People who bully try to justify their actions by saying that it is the other person's fault for being different. They may pick on someone who is tall or small, or fat or thin, or wears glasses, or has a different accent, or another religion, or is shy or clever, or good looking, or disabled or...Any excuse will do, and if there is no real difference then they will invent one.

If this is happening to you, tell yourself that it is not your fault and that it is the people who are bullying who need to change, not you.

Bullying is when someone tries to scare or pick on other people. People do this by saying they will do things to you, or by hurting you e.g. teasing, spreading rumours, not talking to someone, pushing, hitting, kicking, ruining someone's things.

Many people get into fights and arguments, and get teased from time to time. However, when it carries on and on then this is bullying. It can become a big problem for everyone.

Is bullying normal?

Many people get mixed up in bullying sometime at school. They may be bullied themselves, bully someone else, or see a friend being bullied. Most people fall out with someone at some point, but some people become regular bullies. Like everyone else, they need to learn that it's unfair and wrong to bully other people.

Why do children bully?

Children bully for all sorts of reasons:

- They enjoy feeling powerful and think they can get away with it*
- They may feel good about themselves when they do it*
- Their friends tell them to do it, and it makes them feel popular*
- They may not understand or care how much it hurts to be bullied*
- They may think the other person deserves it or 'is asking for it'.*
- They have their own problems - they may feel upset or angry or feel that they don't fit in - perhaps they have problems at home?*
- Maybe they get bullied themselves, perhaps by someone in their own family or other adults?*
- They're scared of getting picked on so they do it first*
- They want to show off and seem tough*
- Many don't like themselves and so take it out on someone else*

Some bullies may have been bullied themselves and many may have been badly treated in their own families

Do boys and girls bully in different ways?

Name-calling and teasing are the most common types of bullying, but boys often use their physical strength to bully others i.e. hitting, pushing etc. Girls are more likely to leave someone out or spread hurtful stories about them. This can be just as bad. The important thing to remember is that any type of bullying is very upsetting for the person being bullied.

Bullying matters for bullies to...

They might:

- *Feel lonely*
- *They may believe they are bad and only worthy of punishment*
- *They may feel scared no-one is stopping them*
- *They might feel stuck*
- *They might not be able to be friends with people, without being a bully.*
- *They might be being bullied as well.*

What can be done?

Are you being bullied? If you are being bullied here are some things you should do:

- *Talk to someone you trust, such as a teacher, parent, older relative or friend.*
- *Be persistent. If the first person you talk to doesn't help don't give up. Speak to someone else.*
- *If you can, write down everything that has been said or done to hurt you. Try to write down how you feel. When you have found someone you can trust, discuss what you have written with that person. Be careful only to write down things that have really happened.*
- *Ask the person you talk to not to do anything without telling you about it first. You have a right to know what is being done on your behalf and to say whether you think it is a good idea or not.*
- *If you find it difficult to talk to an adult, ask one of your friends to come with you, or ask someone to talk to an adult on your behalf.*
- *You could telephone ChildLine (Freephone 0800 44 1111). Their helpers provide a confidential counselling service for young people in trouble or danger.*
- *Most importantly, do something. Sometimes bullying stops quickly, but doing nothing means it may continue until someone is seriously upset or hurt. That could be you, or the bullies may find someone else to pick on. If their behaviour is not challenged they are unlikely to stop.*

Here are some things you should not do:

- *Don't try to deal with the problem on your own. There is nothing wrong with asking for help.*

- *Don't hit the people who are bullying you. You might end up being accused of bullying yourself.*
- *Always tell the truth about what has happened. Don't exaggerate. If a small part of what you are saying is shown to be untrue then it throws everything else into doubt.*
- *Don't hide what is happening from the adults you trust. Keeping things secret is the bullies' biggest weapon. That is why they go to so much trouble to stop you telling.*

Helping a friend

Maybe you're not being bullied, but you know someone who is - perhaps that person is not even a good friend, but a class-mate or someone from another class? Have you ever stood around and noticed that someone was being bullied, but you weren't sure what, if anything, you could do? Or thought that nothing you could do would make a difference?

Don't ignore bullying. You can help. Don't let the bullies get away with thinking that no-one will do anything. Here are a few things you can do, and a couple that you can't:

- *Don't rush over and take them on - it might not be safe and you don't want other people to think you are a bully*
- *Let a teacher or other adult know what's happening*
- *Try to be a friend to the person being bullied*
- *Refuse to join in*
- *Try to be friendly to the bully, but even if you can't be friends, being kind can sometimes help the bully stop bullying*
- *Sometimes you can't sort it out yourself. Ask an adult for help*

ANTI-BULLYING CHARTER

Tutor Group

- We believe that bullying is wrong

As such, we are working together to eliminate it from our school and from the community.

- We believe that the meaning of Bullying is intentional and repeated emotional, physical and verbal abuse. This also includes cyber bullying.
- We believe that it is important to inform others when bullying has occurred.

As a school we must seek to encourage those who know, to tell.

- We believe it is important that we speak out against bullying.

We must prevent bullying from happening.

- We believe in taking action against bullying.

Taking actions that prevents bullying from happening and actions that prevent bullies bullying others.

- We believe in providing support for those who are being bullied.

We provide support that gives individuals back confidence and belief in themselves and the school community.

- We believe in providing help and support to bullies in realising bullying is wrong.

In showing them the impact of their behaviour affects more than just the person being bullied.

..... Head Teacher

..... Date

