



Anti-Bullying Policy
2020-2021

Anti Bullying Policy

Statement of Intent

Bullying takes place in every school and in every walk of life. We are committed to combating bullying in all its forms and have written this policy to show our commitment.

Denton Community College is committed to ensuring that all students are able to learn in a supportive, caring and safe environment without the fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Denton Community College. If bullying does occur, all students should know who to tell and know that incidents will be dealt with promptly and effectively.

What Is Bullying?

“Bullying is deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another”.

Bullying can be:

- Emotional, being unfriendly, excluding, tormenting (e.g. hiding possessions)
- threatening gestures, spreading rumours
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic and transphobic abuse or concerned with the sexual or gender identity of the person
- Verbal name-calling, sarcasm, spreading rumours, teasing, deliberate misgendering
- Cyber- via the internet, such as email and internet chat room or social media misuse, mobile threats by text messaging and calls, and misuse of associated technology, ie camera and video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No person deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

We at Denton Community College have a responsibility to respond promptly and effectively to issues of bullying.

Aims of the Policy:

- To assist in creating an ethos in which attending college is a positive experience for all members of the College community
- To make it clear that all forms of bullying are unacceptable at Denton Community College
- To enable everyone to feel safe while at college and encourage students to report incidences of bullying
- To deal effectively with bullying
- To support and protect targets of bullying and ensure they are listened to
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change
- To liaise with parents/carers and other appropriate members of the college community
- To ensure all members of the college community (staff and students) feel responsible for combating bullying

The **Anti –Bullying Coordinator** in our school is **Miss K Kilbane (Assistant Headteacher)**.

The Coordinator's responsibilities are:

- Policy development and review involving students, staff, governors and parents/carers
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour
- Raise awareness of the Equality Act and ensure that all staff and students are aware of their obligations to young people as a result of it

All staff in our college have a responsibility to model respectful behaviours both towards students and towards other adults.

Signs and Symptoms

A student may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and they should 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 or is regularly late (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in college 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 hungry (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 protective over their mobile phone or tablet
- is nervous and jumpy when a cyber message is received
- is self harming
- attempts or threatens to harm themselves or runs away

(The above list is not exhaustive)

Possible Classifications of Bullying

Racist bullying and bullying targeted at ethnicity, religion and culture

Racist bullying is when bullying is motivated by a prejudice or ignorance against someone as a result of their racial, ethnic or religious background. Many children who are members of a non-white British community will often dismiss bullying on the basis of race in order to resist standing out. We recognise that every child deserves respect and a safe learning

environment whatever their racial, ethnic or religious background and every child needs to learn that modern British society values diversity and mutual respect.

Homophobic bullying

Homophobic bullying occurs when bullying is motivated by a prejudice or ignorance against a member of / or members of our LGBTQ+ community. Bullying should also be considered homophobic even if the victim does not identify as part of the LGBTQ+ community. Bullying due to perceived identity or attempt to use homophobic language as a negative feature of identity should be included. Children who identify as part of the LGBTQ+ community are hyper vigilant of the prejudice they experience around them. If they are not open with their sexuality they may be afraid of reporting bullying for fear of being 'outed'. It is important to be proactive and aware of this worry when dealing with parents.

Bullying involving Children with Special Educational Needs (SEN) and Disabilities

Children with SEN and disabilities may be adversely affected by negative attitudes to disability and perceptions of difference. They may find it more difficult to resist bullies, not understand that what is happening is bullying and have difficulties telling people about bullying.

Sexist, sexual and transphobic bullying

Sexist bullying is based on sexist attitudes that when expressed demean, intimidate or harm another person because of their sex, gender or gender identity. Sexual bullying is bullying behaviour that has a specific sexual dimension and may involve suggestive sexual comments. Transphobic bullying stems from a hatred, fear or prejudice towards who are 'transgender', which describes people whose sense of their gender or gender identity is seen as being different to typical gender norms. Transphobic bullying can also be a sustained attempt to intentionally undermine a person's gender identity.

Cyberbullying

Cyberbullying is the use of Information and Communications Technology (ICT), particularly mobile phones, the internet and social media to deliberately to upset, attack or victimise someone else.

Microaggression

As the attitudes towards protected characteristics and incidents of overt bullying decrease, it is important to pay attention to microaggression. Microaggression is a term used for brief and commonplace daily verbal or behavioural indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatised or culturally marginalised groups.

Prevention

Prevention is clearly the strategy of choice. We aim to prevent bullying from happening at all:

- At the whole college level – through assemblies when students will be informed of the college's zero-tolerance policy and the actions that will be taken to prevent bullying from taking place. This issue will be raised regularly when the whole college will be informed of the progress of the anti-bullying policy and any changes which may be introduced. This time will also be used to challenge the notion that there can be innocent, neutral bystanders with regards to the issue of bullying
- At classroom level – during pastoral time, projects, Religious Studies, PHSE and Citizenship. Here the focus will be on developing strong anti-bullying messages and challenging the idea that bullying is acceptable as part of growing up
- Denton Community College recognises that there are particular times when students may be more vulnerable to bullying – lunch and break times and the beginning and end of the college day. Members of the Senior Leadership Team are on duty (with many other staff) and can be approached for support if required
- Students will have the opportunity for confidential/anonymous communications, e.g. questionnaires
- Mentors and mediators will be available for those students requiring extra support
- Parents/carers who believe their children are the victims of bullying should share their concerns with college at the earliest opportunity and be prepared to work with college to keep their children safe in future. All expressions

of concern will be taken seriously and investigated thoroughly. Parents/carers should contact the Head of Year of their child's year group in the first instance

Parent/carer involvement

Denton Community College is firmly committed to working in partnership with parents/carers and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.

We recognise the important role that parents/carers play and we welcome the opportunity to work with parents/carers in order to resolve any issues associated with bullying. We will enlist their support when their child is involved in bullying – either as a victim or a perpetrator.

If a student is involved in a single serious incident of bullying or there is evidence that the same student is involved repeatedly in less serious incidents (either as a victim or a perpetrator) college will inform parents/carers and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by college staff and parents/carers will be informed.

Implementation

All staff involved in the teaching and/or supervision of students will take responsibility for addressing incidents which fall within the college's definition of bullying and ensure that the victim receives the support required; the bully is informed of the unacceptability of their behaviour and a record is made of the incident.

All students need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Incident Management

The College will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff.

Post Incident Responses for the Target of Bullying

When a member of staff receives information, either directly or indirectly, that a student may have been the victim of a bullying incident, this report will be taken seriously and investigated.

The college will offer a proactive, sympathetic and supportive response to students who are the victims of bullying. The exact nature of the response will be determined by the particular student's individual needs and may include:

- immediate action to stop the incident and secure the student's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully
- strategies to prevent further incidents
- sympathy and empathy
- counselling
- befriending
- assertiveness training
- extra supervision/monitoring
- creation of a support group
- peer mediation/peer mentoring
- informing/involving parents/carers
- adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability)
- arrangements to review progress
- Involvement of outside agencies

- Sanctions for the bully

For the bully

Denton Community College takes bullying behaviour very seriously and will adopt a pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way.

We will respond to incidents of bullying behaviour in a proportionate way – the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. The following options will be considered:

- immediate action to stop an incident of bullying in progress
- engagement with the bully to reinforce the message that their behaviour is a breach of college rules and is unacceptable
- loss of lunch/breaktime privileges
- detention
- Use of target/report card
- removal from class/group
- withholding participation in sports or out of college activity (if not essential part of curriculum)
- parents/carers informed
- counselling/instruction in alternative ways of behaving
- adult mediation between the perpetrator and the victim (provided this is safe for the victim)
- rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control
- fixed periods of exclusion
- permanent exclusion
- external training by appropriate bodies

Monitoring Arrangements

This policy will be evaluated annually and updated where necessary. The views of students and staff will be used to make changes and improvements to the policy on an ongoing basis.

National Contacts and Telephone Numbers:

- Childline Telephone number 0800 1111
(Open 24 hours a day)
For children who are deaf or hard of hearing textphone service 0800 400222
- NSPCC Telephone number 0808 800 5000
A registered charity dedicated to stopping cruelty to children
- Kidscape Telephone number 020 7730 3300
(Bullying councillor available Monday - Friday 10.00am-4.00pm)
- Anti Bullying Campaign Telephone number 0207 378 1446
(Advice line for parents/carers and children 9.30am-5.00pm)
- Advisory Centre for Education Telephone number 0207 354 8321
(Advice line for parents/carers on all school matters open Monday – Friday 2.00pm-5.00pm)
- Ofsted Telephone number 07002 637833
e-mail: freepublications@ofsted.gov.uk
- Parentline/carerline Plus Telephone number 0808 800 2222 (National helpline for parents/carers Monday - Friday 9.00am-9.00pm, Saturday 9.30am-5.00pm, Sunday 10.00am-3.00pm).

Useful Websites Regarding Bullying in Schools:

- BBC Bullying Survival Guide www.bbc.co.uk/education/bully/index.htm provides information, guidelines for dealing with all aspects of bullying, a help and resources list and accounts of celebrities who were bullied when they were at school
- Childline www.childline.org.uk Gives details on the CHIPS initiative and other information regarding bullying
- Kidscape www.kidscape.org.uk
- Gives advice and support for victims, schools and Parent/carers
- Bullying Online www.bullying.co.uk
- A registered charity, which contains advice for both Parent/carers and pupils
NSPCC www.nspcc.org.uk
- A registered charity dedicated to stopping cruelty to children
Bullyweb www.uclan.ac.uk/facs/science/psychol/bully/bully.htm
- A research site with links to other sites on bullying Peer Support Networker www.peersupport.co.uk Newsletter linked to Peer Support Forum