
PASTORAL

ANTI - BULLYING POLICY

Reviewed and updated by the Leadership Team: May 2008
Next Review due: as required

INTRODUCTION

Paignton Community and Sports College believes that its pupils, staff and community have the right to live, learn and work in a supportive, caring and safe environment without the fear of being bullied.

Paignton Community and Sports College has a clear policy on the promotion and practice of good conduct; bullying in any form will not be tolerated - it must and will be dealt with firmly, fairly and promptly. This Anti-Bullying Policy Statement is a statement of intent and can only be as effective as the action it inspires; it must be collectively owned by the whole school community, staff; pupils and parents alike.

The College also has an Equal Opportunities Policy which includes Anti Discrimination policy and a Social Inclusion Policy

OUR INTENTION AS A SCHOOL COMMUNITY

a) Aims

- To identify bullying when it takes place.
- To say what bullying is – clarify to everybody.
- To actively discourage bullying.
- To take reasonable steps to prevent bullying.
- To suggest ways of dealing with bullying; to help resolve and prevent the bullying.
- To bring bullying out into the open.
- To make clear that bullying is unacceptable in our school or in society.
- To maintain and build on our high standards of discipline and behaviour.
- To Improve the College environment in relation to bullying by ensuring there are no places which are conducive to bullying.
- Create a trusting culture where pupils feel confident that they can tell someone, without making the matter worse.
- Creating safe, secure, fair working conditions to enable Teaching and Learning to take place.
- Develop strategies for staff, parents, victims and bullies to deal with all aspects of bullying.
- To increase discussions between bullies, victims, watchers, punishers and rescuers and develop restorative justice techniques.
- To be consistent in the way we deal with bullying.

b) What is Bullying?

Bullying:

- Hurts and humiliates
- is done with intent
- Intimidates
- is threatening
- frightens
- reduces self esteem and undermines confidence
- is repetitive (duration), malicious, deliberate, personal
- can use technology – text messages, e-mail, prank calling
- extort money or goods
- isolate – ‘sending to Coventry’.
- Is provocative
- Gives power
- Verbal: name calling, using gestures (direct or indirect)
- Physical: push or pull you around (direct or indirect)
- Social: get others to gang up on you (direct or indirect)
- Tries to separate you from your friends

Effects of bullying:

- It hurts both physically and mentally
- Makes you vulnerable
- Promotes a society of fear
- Can easily escalate
- Affects Teaching and Learning and enjoyment of school
- Destroys your self-esteem
- Victims often become perpetrators

Types of Bullying:

- name calling
- using gestures
- trying to separate you from your friends
- using physical aggression
- pushing or pulling you around
- getting others to gang up on you
- threaten using different methods
- Cyber bullying

Bullies:

- intend to hurt, humiliate and belittle people: emotionally, physically and through modern technology
- lack security
- aren't always aware they are doing it
- are trying to gain power
- sometimes are provoking a response to their behaviour
- are envious of other people

- are attention seeking
- follow patterns observed out of school
- do not understand the differences between teasing and hurting
- often have few close friends
- can also be victims

*Bullies **may** have problems because they:*

- cannot **or will not** control their tempers;
- cannot imagine how other people feel
- don't know when they are in the wrong
- may have low self esteem
- have emotional, behavioural difficulties of their own
- seek attention
- enjoy it
- will not change their behaviour
- want to be in control

HOW CAN WE PREVENT BULLYING FROM HAPPENING?

a) 'Prevention is better than Cure'

We all want to be proud of our school and we want Paignton Community and Sports College to be a happy, safe and secure place where all members of the College community can develop their talents, share their skills and impart their knowledge to the full and can enjoy doing so.

We achieve this by:

- Promoting a whole school caring ethos.
- Encouraging all members of the College to lead by example (staff, students, contractors, etc).
- Showing respect for each other.
- Showing respect for everyone who visits our school.
- Letting all pupils, parents and members of the local community know our views about bullying.
- Helping staff and prefects who are on duty and supervision at breaks and lunchtimes to prevent bullying.
- Learning about bullying in form periods and some other lessons – making it part of the curriculum.
- Remind pupils of the services offered at TIC TAC.
- Valuing people's individuality.
- Being careful and considerate in the language and gestures we use by avoiding aggressive, racist, sexist and other personal language.
- Creating an environment which discourages bullying.
- Creating a safe, non judgmental environment where victims can ask for help, seek advice and talk about their concerns.
- Continual reinforcement of policy.
- Regular anti bullying campaigns.
- Regular reinforcement of the policy in Assemblies by staff and pupils.

- Our views on bullying incorporated into Student Planners.
- Using a range of empowerment amongst all pupils (Peer Mentoring).
- Educate pupils about power: peer mediation, peer support, circle of friends, circle times.
- Expecting all persons to respect: individuality, property, space, self-esteem, rights, differences, feelings, environment.
- Training of pupils to be Peer Mentors.

WHAT SHOULD WE DO IF BULLYING HAPPENS?

Staff should:

- Be alert and investigate when pupils are upset.
- Record the incident using College systems.
- Take any incident seriously.
- Investigate and follow up each incident fully.
- Inform Head of Year.
- Negotiation of a resolution where possible.
- Apologies where possible/suitable.
- Support someone who is being picked on by, for example, suggesting ways of coping with name calling, i.e. refer to peer mentoring.
- Let everyone know how strongly we disapprove of bullying.
- Let the bully know how unacceptable their behaviour is.
- Head of Year to inform parents with pupil knowledge.
- Let parents know about the support system within the school.
- Let a bully know that if the bullying justifies it or if the bully carries on, the school may exclude her/him from school.
- Let a bully know that if the bullying justifies it the school could refer it to the on site Police Officer.

Parents can help by:

- Being involved very early on.
- Setting a good example.
- Opening up channels of communication with the school – write a note, speak to someone, come into school to talk to staff.
- Being alert to any signs of upset.
- Talking regularly at home about school.
- Showing interest in friendships, work, journey to and from school and any other aspect of school life.
- Informing the Head of Year or Form Tutor about any concerns, even if only initially for school to keep an eye on the situation without intervening.
- Encouraging and supporting their children to cope with awkward situations striking a balance between sheltering their children and expecting them to cope with difficult situations on their own.
- Reminding their children that there are occasions when everyone needs support and help from others.
- Discussing with the Head of Year ways in which their child can be supported by school and can help support her/himself.
- Letting your children know how strongly you disapprove if he/she has bullied someone.

Pupils can help by:

- Not being involved in bullying.
- Being a supportive friend.
- Understanding what is bullying.
- Not joining in with a gang if someone is being bullied or being a watcher.
- Not joining in if someone is being bullied or giving in to peer pressure to be nasty to someone.
- Involving an adult/teacher when they or another pupil is being upset. In particular speak to your Form Tutor or Head of Year.
- Having friends who respect the rights of other people.
- Influencing friends to respect the rights of others.
- Always using appropriate language or behaviour (including body language).
- Trying to imagine what it might feel like to be bullied.
- Respecting the rights of others.
- Recognizing how their own behaviour might be considered as bullying.
- Making an effort to be supportive, of other pupils.
- Report to Teachers, Form Representatives. Teaching Assistants.
- Speaking up about bullying.

DEALING WITH BULLYING

The College will deal with each incident on an individual basis. Wherever possible restorative justice would be used to try and resolve the issue. The College has a clear Discipline Policy which identifies the sanctions the College would use if pupils behave inappropriately. In addition the College has the advantage of an on-site Police Officer who can play an important role in bullying issues, including invoking the Harassment Act 2001 as necessary

CONCLUSION

Talking about bullying and having a policy statement, and acting upon it, such as this is an important part of the process of eliminating such behaviour. Remember that bullying is unpleasant, anti-social, illegal and can spoil people's lives both those of the bully and those of victims. We need to work together to eliminate any bullying in our school.