

# CACFO UK EDUCATION CENTRE



## **ANTI-BULLYING POLICY**

**Approved by:** Governing Body **Date:** October 2021

**Signature:** *Debra Douglas*

**Last reviewed on:** October 2021

**Next review due by:** October 2022

## Statement of Intent

CACFO UK Education Centre is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils 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 the staff.

## What Is Bullying?

Bullying is any behaviour, which is deliberately intended to hurt, threaten or frighten another person or group of people. It is repeated and usually unprovoked and can continue for a prolonged period of time. It always reflects an imbalance and abuse of power. It is important that it must not be confused with the usual childhood/teenage squabbles and arguments where individuals "fall out" with one another.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse  
Mobile threats by text messaging & calls  
Misuse of associated technology , i.e. camera & video facilities
- Disability/SEN –because of, or focusing on a disability or special educational need.
- Home circumstances –targeting individuals who are looked after children or because of a particular home circumstance.

Bullying can therefore constitute any of the above activities within the context of the definition provided. Bullying may occur to anyone and this policy is inclusive of the bullying of school staff, whether by pupils, parents or other staff. (Members of the school workforce suffering from or concerned about bullying may also contact their trade union or professional association for support and advice).

## Why is it Important to Respond to Bullying?

Bullying can seriously damage a person's confidence and self-worth, and they will often feel they are at fault in some way. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence in work patterns, lacking concentration or

truanting from school. These signs and symptoms may indicate other problems, but bullying should be considered as a possibility and should be investigated.

Other signs and symptoms are as follows:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide 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 use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

### **Objectives of this Policy**

- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the students who has experienced bullying and to trigger sources of support.
- To apply disciplinary actions to the student causing the bullying and ensure that they learn from the experience, possibly through multi-agency support.
- To ensure all governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.

- To ensure that all governors, teaching and non-teaching staff know what the school policy is on bullying, and follow it when incidents of bullying is reported.
- To ensure all pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.
- To reassure students and parents that they will be supported when bullying is reported.
- To reiterate that bullying will not be tolerated.

## **Reporting Procedures**

1. If bullying is suspected or reported, the incident will be taken seriously and dealt with as quickly as possible by the member of staff who has been approached. A clear account of the incident will be recorded and passed to the behaviour manager.
2. The behaviour manager will investigate the incident by interviewing all concerned and record the outcomes on the files of those involved and also logged on the incidents of bullying tracker.
3. Parents will be kept informed and discouraged from taking matters into their own hands nor approach a suspected student but to speak to a member of the behaviour team.
4. Each incident of actual or alleged bullying will be unique in its representation and its level of impact on the individuals concerned. Therefore, it is important to tailor a strategy to address the situation and to support the bullied students according to the particular incidents/s.

## **Outcomes**

1. Students who are victims of bullying will be offered the opportunity to discuss their experience with the behaviour team, be offered support in terms of access to counselling or mentoring to restore self-esteem and build confidence.
2. Students who have bullied will be helped by; discussing what happened, discovering why the student become involved and establishing a sense of wrong-doing. Parents/carers will be informed to help change the attitude and behaviour of the student.
3. In agreement with both parties involved there will also be the opportunity to rebuild relationships, involving a discussion mediated by a member of staff as a way of resolving disputes.
4. Monitoring will take place to ensure repeated bullying does not take place.

## **Prevention**

We will use a range of proactive strategies to prevent bullying. These may include:

- Effective school leadership that promotes an open and honest anti-bullying ethos.
- Use curriculum opportunities, in particular PSHE lessons to discuss and send the anti-bullying message
- Raise awareness of the negative consequences of bullying e.g. Anti-bullying week in November each year
- Pupil surveys
- Poster campaign
  
- Students writing a set of school rules
- Students signing a behaviour contract
- Students making a pledge
- Students writing stories or poems or drawing pictures about bullying
- Students reading stories about bullying or having them read to a class or assembly
- Review of general and specific staff induction and continuing professional development to ensure staff training reflects the anti-bullying policy and practice of the school.

## **Development, Monitoring and Review**

We plan to:

- Monitor, evaluate and review our anti-bullying policy on a regular basis
- Staff identify and tackle bullying appropriately
- Ensure that students are aware that bullying concerns will be dealt with sensitively and effectively
- Act upon feedback from questionnaires
- Learn from anti-bullying good practice elsewhere and utilise the support of relevant statutory/voluntary organisations where appropriate.

## **Other related policies**

Ethos and behaviour policy

Child protection and safeguarding policy