



Weston Point College

Anti-Bullying Policy

Introduction

Weston Point College aims include offering all pupils a safe environment at college. All pupils should feel comfortable at college so that they can enjoy their learning. Bullying can be a barrier to pupils feeling comfortable at college and at its worst bullying can affect the victim's feeling of safety. Weston Point College also aims to develop pupils' social skills and their ability to make a positive contribution. Weston Point College therefore offers perpetrators of bullying the opportunity to change their bullying behaviour.

The Weston Point College anti-bullying policy draws upon Dfe guidance and in particular the anti-bullying pack '*Bullying – don't suffer in silence*'. *Dcsf guidance safe to Learn, Embedding Anti Bulling Work in schools*

Aims

- To provide an environment where each person feels safe, secure and supported
- To establish systems and procedures to deal effectively with and monitor incidents of bullying
- To raise awareness of bullying amongst students and involve students in strategies to deal effectively with bullying
- To reduce the incidence of bullying
- To give perpetrators of bullying the opportunity to change their behaviour

Identifying Bullying

Bullying is when someone deliberately and systematically threatens, frightens, manipulates, intimidates abuses or hurts another person. This can be physical, verbal or mental. This includes hitting, name-calling, teasing, leaving someone out, putting people down, racism, threatening gestures and looks, damaging people's belongings, ganging up, demanding money and sexual harassment. Bullying can also be indirect: spreading malicious rumours, sending malicious messages, graffiti.



Racist bullying is where a child is targeted for representing a particular group. Incidents can include: verbal abuse including racist jokes and mimicry, physical threats and attacks, racist graffiti, racial harassment will not be tolerated at Weston Point College and all incidents will be recorded including the name of the perpetrators.

A separate college policy on Racial Equality exists and makes reference to tackling racial harassment. It is expected that all staff will challenge any racist or homophobic comments made by students.

Sexual bullying is characterised by abusive name calling, looks and comments about appearance, inappropriate and uninvited touching, sexual innuendoes and propositions, pornographic material and graffiti, physical assault. Sexual bullying impacts on young people from both genders.

Sexual bullying includes homophobic bullying with pupils being targeted because of their sexual orientation.

Pupils with more significant special educational needs or disabilities are more at risk of bullying and are often less able to articulate their experiences.

Signs of bullying include:

- The pupil not wanting to attend college
- The pupil wanting to leave college early
- Frequent headaches, stomach pains etc
- A change in a pupil's standard of work
- Changes in a pupil's personality
- Not being able to sleep well
- Loss of or damage to personal possessions
- Unusual request for bullying
- Suspicious injuries and distress but a reluctance to talk
- The victim wanting to change group

College Procedure



Bullying behaviour will not be tolerated at Weston Point College and is always challenged by staff. All incidents will be acted upon promptly and challenged. The victim will be kept informed and college will monitor the situation to ensure the bullying is not carrying on.

The following procedure must be followed in cases of bullying behaviour:

1. The incident is recorded in the 'incident log' held in the Head teacher's office. There must be as much documentary evidence as possible – to ignore bullying is to condone it.
2. The incident is referred immediately to the Pupil Welfare Officer who will support the victim.
3. The incident is brought to the attention of the Head teacher (or Deputy Head teacher) who will intervene with the perpetrator according to the severity of the incident.

The victim can be supported in the following ways:

- By offering them an immediate opportunity to talk about the experience with a member of staff.
- By informing the victim's parents / carers and keeping a record of the correspondence
- By communicating the problem amongst all staff
- By offering continuing support to the victim when they feel they need it
- By offering them access to places during break times where they feel safe
- By informing the victim of any disciplinary steps to be taken and other measures that that will prevent further bullying
- By giving the victim re-assurance that bullying will not be tolerated and that there will be enhanced monitoring from staff for the immediate future

Perpetrators can be helped and disciplined in the following ways:

- By clarifying the nature of bullying and the consequences for the victim
- By talking about what happened, to discover why they are involved
- By informing the bully's parents / carers and keeping a record of the correspondence
- By continued work with the bully around prejudiced attitudes
- Individual sessions with the pupil welfare officer can be built into a pupil's individual education plan



- A referral can be made to the educational psychologist
- By taking one or more of the disciplinary steps described below to prevent more bullying

Disciplinary steps

- Perpetrators can be warned officially to stop bullying behaviour
- Parents / carers can be informed
- Bullies can be isolated at break and / or lunchtimes
- Bullies may be excluded internally
- Bullies can receive a fixed-term exclusion from college for a serious offence of continued offending
- Serious bullying that is on-going, resistant to intervention and causes another pupil to feel unsafe or is affecting their well-being or learning progress, will lead to permanent exclusion from Weston Point College.

Strategies for Raising Awareness about Bullying

Weston Point College sets out to offer pupils a safe environment where pupils can be free of bullying and where pupils who have a need to bully can be given the help they need to find alternative strategies.

There is a systematic approach to countering bullying that involves the following strategies:

1. Bullying is covered as a topic for all pupils in each year as part of their PSHE programme.
2. Bullying as an issue is discussed during whole-college assembly at the start of each academic year and then during each term.
3. All pupils are given the opportunity to raise concerns about bullying as part of their personal education plan and annual review of statement contributions.

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