



# Anti-Bullying Policy

## Introduction

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At Sandwell Valley School and Sandwell Community Caring Trust Training, we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere free from oppression and abuse. Bullying is an anti social behaviour and affects everyone. All types of bullying are unacceptable at our Centre and will not be tolerated. All students should feel able to talk about concerns and when bullying behaviour is brought to our attention, prompt and effective action will be taken.

## What Is Bullying?

*"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008).* Bullying generally takes one of four forms:

Indirect being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books).

Physical pushing, kicking, hitting, punching, slapping or any form of violence.

Verbal name-calling, teasing, threats, sarcasm.

Cyber All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging, mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera and video facilities.

Although not an exhaustive list, common examples of bullying include:

Racial bullying

Homophobic bullying

Bullying based on disability, ability, gender, appearance or circumstance

### **Why is it Important to Respond to Bullying?**

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

### **Objectives of this Policy**

All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is

All governors and teaching and non-teaching staff should know what the Centre's policy is on bullying, and follow it when bullying is reported

All students and parents should know what the Centre's policy is on bullying, and what they should do if bullying arises

We take bullying seriously, Students and parents should be assured that they will be supported when bullying is reported

Bullying will not be tolerated

### **Implementation**

The following steps may be taken when dealing with incidents (also refer to Behaviour and Disciplinary Policy):

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached

A clear and precise account of the incident will be recorded and given to the Team Leaders/Principal

The Team Leader/Principal will interview all concerned and will record the incident

Key Tutors will be kept informed and if it persists the form tutor will advise the appropriate subject teachers

Parents will be kept informed

Punitive measures will be used as appropriate and in consultation with all parties concerned

If necessary and appropriate, police will be consulted

## **Students**

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a form tutor or a member of staff of their choice

- Reassuring the Student

- Offering continuous support

- Restoring self-esteem and confidence

Students who have bullied will be helped by:

- Discussing what happened

- Discovering why the Student became involved

- Establishing the wrong doing and the need to change

- Informing parents or guardians to help change the attitude and behaviour of the Young Person

The following disciplinary steps can be taken (refer to behaviour and disciplinary policy):

- Official warnings to cease offending

- Detention

- Exclusion from certain areas/activities

- Minor fixed-term suspension

- Major fixed-term suspension

- Permanent exclusion

Within the curriculum the tutors will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

## **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Centre.

## Prevention

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Writing and implementing a set of Centre rules
- Signing a behaviour contract
- Using topics/activities to reinforce awareness
- Reaching case studies and inviting external presenters to talk about bullying
- Having regular discussions about bullying and why it matters
- Setting up and sustaining a Student Forum.

## Signs and Symptoms

Many young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child/young person:

- is frightened of walking to or from the Centre
- doesn't want to use public transport
- changes their usual routine
- is unwilling to go to attend (school phobic)
- begins to truant
- 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
- uses excuses to miss education (headache, stomach ache etc)
- begins to suffer academically
- 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 or shows signs of being in a fight
- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other young people or siblings
- changes their eating habits (stops eating or over eats)
- goes to bed earlier than usual

is unable to sleep  
wets the bed  
is frightened to say what's wrong  
gives unlikely excuses for any of the above  
is afraid to use the internet or mobile phone  
is nervous and jumpy when a text message or email is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be investigated.

### **The Law**

Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, e.g. name calling, threats and abusive phone calls, emails or text messages
- hate crimes

Call 999 if you or someone else is in immediate danger.

Links to other policies:

Disciplinary Procedure

Safeguarding Statement

SEN policy

Cyber Bullying and Internet Grooming Policy

**Date: 3<sup>rd</sup> September 2018**

**Review Date: 3<sup>rd</sup> September 2019**

Sandwell Valley School