

# Honiton Community College's Rights



## ANTI-BULLYING POLICY

### OUR DEFINITION OF BULLYING:

1. Deliberately hurtful behaviour
2. Repeated over a period of time
3. The victim is unable to defend themselves

### Bullying can be:

- Emotional – e.g. being unfriendly, excluding, tormenting
- Physical – e.g. pushing, kicking, hitting, punching or any use of violence
- Racial – e.g. racial taunts, graffiti, gestures
- Sexual – e.g. unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal – e.g. name-calling, sarcasm, spreading rumours, teasing
- Cyber – the internet e.g. social media misuse, threats by text messaging and calls, misuse of associated technology such as camera and video facilities

### What you should do if you experience, or see, bullying at College

Do not accept it, tell someone as early as possible.

Don't become a bystander – do not tolerate poor behaviour towards other students and inform an adult immediately – this includes discriminatory and derogatory language to others.

- Tell someone else: support a friend in need.
- Speak to any adult in college
- Speak to the Pastoral Team (Head of Year and PSO)
- Speak to a parent or guardian
- Stay away from places where you know trouble can happen
- Trust those people who deal with bullying: they will offer immediate support

**Students who have been bullied will be supported by:**

- Offering an immediate opportunity to discuss the experience with PSO or member of staff of their choice
- Being reassured and offered continuous support to help restore self-esteem and confidence
- Offering a potential restorative meeting with other students

**Students who are identified as the bully will be helped by:**

- Discussing what happened
- Discovering why the student became involved
- Establishing the transgression and need to change
- Informing parents or guardians to help change the attitude of the student if appropriate.

**Staff will support by:**

- Reading this policy and following it when encountering suspected or actual incidents of bullying
- Watching for signs of distress in students
- Offering students who are being bullied immediate support by putting the college's procedures in place either directly or by reporting it to an appropriate colleague

**The College will support by:**

- Taking seriously any reported incident of bullying and investigate it immediately
- Supporting students who are being bullied and help bullies to recognise and change their behaviour
- Working with students transferring from primary schools to help dispel fears about bullying
- Supporting staff in recognising and dealing with bullying
- Raising awareness of bullying and provide opportunities to discuss its' effects through assemblies, tutor time and the Life Skills programme
- Recording reported incidents of bullying, action taken and outcomes on student files (victims and bullies) and by using the C3 consequence "Deliberately hurtful behaviour" on Class Charts
- Following up with the victim two weeks after the incident to check that the issue has been resolved to their satisfaction
- Using records of incidents and outcomes to inform review and future planning by staff and governors

- Identifying areas of the College where students may be more at risk and ensure that staff are extra vigilant
- Where incidents have occurred outside of college the victim's parents should be advised to contact the Police immediately.

### **Consequences:**

Once made aware of the problem the appropriate Head of Pastoral will be informed and the most appropriate course of action discussed for both the victim and the alleged perpetrator. The parents of both the alleged perpetrator and the victim will be informed.

### **Support for Victim:**

After any incident the views of the victim will be sought and recorded to ensure that the incident was taken seriously by staff and that it has been dealt with effectively. Additional checks to ensure that other issues have not arisen during the following 2 weeks will be completed by the pastoral team.

### **Multi-agency Approach:**

Where it is felt appropriate the College may call on the services of other agencies to help in the support of the victim or try to prevent such behaviour being repeated by the bully.

### **Peer on Peer Abuse**

(See also our Child Protection and Safeguarding Policy and Keeping Children Safe in Education, 2020)

We recognise that students are capable of abusing their peers. This will not be passed off as 'banter' or 'part of growing up'. The forms of peer on peer abuse are outlined below.

- Domestic abuse – an incident or pattern of actual or threatened acts of physical, sexual, financial and/or emotional abuse, perpetrated by an adolescent against a current or former dating partner regardless of gender or sexuality.
- Child Sexual Exploitation – children under the age of 18 may be sexually abused in the context of exploitative relationships, contexts and situations by peers who are also under 18.
- Harmful Sexual Behaviour – Children and young people presenting with sexual behaviours that are outside of developmentally 'normative' parameters and harmful to themselves and others
- Upskirting – which typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm.
- Serious Youth Violence – Any offence of most serious violence or weapon enabled crime, where the victim is aged 1-19' i.e. murder, manslaughter, rape, wounding with intent and causing grievous bodily harm.

All staff will receive training so that they are aware of indicators which may signal that children are at risk from, or involved with, serious violence and crime. The term peer-on-peer abuse can refer to all of these definitions and a child may experience one or multiple facets of abuse at any one time. Therefore, our response will cut across these definitions and capture the complex web of their experiences. There are also different gender issues that can be prevalent when dealing with peer on peer abuse (i.e. girls being sexually touched/assaulted or boys being subjected to initiation/hazing type violence).

We aim to reduce the likelihood of peer on peer abuse through;

- the ethos and rights of our college, in particular the right to respect and fair treatment and the right to be safe
- high expectations of behaviour;
- clear consequences for unacceptable behaviour;
- providing a developmentally appropriate “Lifeskills” curriculum which develops pupils’ understanding of healthy relationships, acceptable behaviour, consent and keeping themselves safe;
- systems for any pupil to raise concerns with staff, knowing that they will be listened to, valued and believed;
- robust risk assessments and providing targeted work for pupils identified as being a potential risk to other pupils and those identified as being at risk.

Research indicates that young people rarely disclose peer on peer abuse and that if they do, it is likely to be to their friends. Therefore, we will also educate pupils in how to support their friends if they are concerned about them, using some of the processes outlined above. Any concerns, disclosures or allegations of peer on peer abuse in any form should be referred to the Designated Safeguarding Lead (DSL). Where a concern regarding peer on peer abuse has been disclosed to the DSL(s), advice and guidance will be sought from MASH and where it is clear a crime has been committed or there is a risk of crime being committed the Police will be contacted.