

Wyvern College



Anti-Bullying Policy

Wyvern College strives to provide an excellent and enriching education for boys through our shared Christian values of Courage, Commitment and Compassion.

January 2018

Policy Statement

Wyvern College firmly believes that all staff and students have the right to feel safe, secure and free from humiliation in College. The College recognises its responsibility to ensure that an atmosphere of openness and trust exists within the community, in line with the "Every Child Matters" agenda.

Policy Aims

- To create an atmosphere within the College community that ensures openness and trust
- To provide an environment that encourages the development of self-esteem and promotes respect for others
- To implement appropriate strategies for dealing with complaints or incidents of bullying as they arise
- To reinforce the Christian ethos of the school.

Definition of Bullying

Bullying is behaviour that is:

- Deliberately hurtful
- Repeated often over a period of time
- Difficult for victims to defend themselves against
- May target SEN and disabled pupils particularly frequently

What is bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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
- Focussed on sexuality issues, including homophobia, biphobia, transphobia.
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet ,such as email & internet chat room misuse, mobile phone misuse by threatening calls, texts, 'sexting', misuse of associated technology , i.e. camera & video facilities

Bullying may vary in its severity, frequency and in the numbers of people involved. It is usually based upon individual characteristics, but often occurs because of victims' ethnic origin, race, nationality, colour, religion, sexual orientation, disability or cultural background.

Bullying may be student to student, staff to student, student to staff and parent/carer to school.

Wyvern College does not tolerate bullying and it is never ignored.

Policy in Practice

The delivery of effective education in an atmosphere of mutual respect, courtesy, consideration and high moral standards (as set out in the Behaviour for Learning Policy) will promote self-esteem and respect for others.

Reporting Bullying

Students are encouraged to know that it is right to tell someone when they perceive that they are being bullied or when they see bullying taking place. The tutor is the most appropriate person for the student to tell in the first instance, although students may prefer to talk to another adult, such as:

- Trusted Teaching Assistant or member of the support staff

- Head of Learning Community
- SENCo (Special Educational Needs Coordinator)
- College Leadership Team Members
- Pastoral team (Mr Hunt, Ms J Bellamy, Ms Batchelor)

When a member of **staff** is made aware of a situation, they are obliged to report it to the most appropriate member of staff to take action (eg. group tutor, pastoral team, member of SLT).

Parents/carers are also encouraged to report perceived bullying at the earliest opportunity to the appropriate College staff. (eg. group tutor, pastoral team member of SLT).

College Staff Expectation

Staff must be alert to behaviour that may be an indication that unreported bullying is taking place. This might take the form of deterioration in work, frequent absence or illness, isolation, desire to stay with adults out of lesson time, apparent anxiety or depression. Any concern must be reported to the tutor in the first instance. Staff will be aware that children with SEN or disabilities are extra vulnerable to bullying, and can be disproportionately affected by it, and will therefore be extra vigilant for signs of distress in these students.

Response

There is no standard response to issues of bullying or perceived bullying. However, in most instances the response should be active and proportionate and should include the following procedures:

- Listen carefully. If possible encourage the student to write down the details of the incident or complaint
- Give reassurance that there will be follow up action
- Ensure student gets medical check/treatment if necessary
- Record details of the incident or complaint and pass to the appropriate tutor and/or Head of Learning Community. These records will be kept on file
- Inform a senior member of staff in the case of a serious incident
- Inform parent/carer as appropriate

The tutor and/or Head of Learning Community will follow up the incident or complaint and take appropriate action. This will be with the aim of supporting the bullied person for the present, and empowering them for the future, and also appropriately sanctioning the bully and discouraging any further bullying behaviour on their part. This may include:

- Mediation by staff, including restorative measures.
- Mediation by peers
- Liaison with parents
- Liaison with appropriate staff
- Counselling, active listening or appropriate social skills work
- Implementation of College sanctions
- Referral to Compass Centre
- Involve agencies as appropriate, such as social services, Educational Welfare Service, Police, and consider the appropriateness of informing the College's Child Protection Officer
- Referral for ZAP training
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The action taken must be monitored over time and checked for effectiveness by the tutor and/or Head of Learning Community and reviewed if necessary. Outcomes of monitoring should be communicated to parents/carers as appropriate.

Note: incidents involving racism, sexual harassment and reference to sexual orientation will be recorded separately. This policy is to be read in conjunction with the Child Protection and Behaviour for Learning policies.