

BOURNE COMMUNITY COLLEGE



Aspiration, Innovation, Motivation

ANTI-BULLYING POLICY

September 2020

Next Review July 2021



Our Mission:

To ensure every student achieves great outcomes to flourish and be successful

To have high expectations of all staff and students

To respect those in our community locally, nationally and internationally

Our Vision:

To be the school of choice and the Learning Hub for the locality

Our Values

Our values respect the charter of the UNICEF rights of the Child and our Bourne ID mirrors this.

We gained GOLD status as a rights respecting School and are building on this great achievement.

Our strap line:

Aspiration, Innovation, Motivation

Bourne Community College

"The best interests of the child must be a top priority in all actions concerning children"
Article 3 - UNCRC

Anti-Bullying Policy

We are committed to providing a caring, friendly and safe environment for all of our students so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our College. If bullying does occur, all students should be able to feel safe to tell and know that incidents will be dealt with promptly and effectively. We are a **telling** College. This means that anyone who knows that bullying is happening is expected to tell the staff.

What is Bullying?

Bullying is a deliberate act with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:-

- Emotional being unfriendly, excluding, tormenting (eg 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
- LGBTQ because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of Internet, such as email and Internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology e.g. camera and video facilities.

Why is it important to respond to bullying?

Bullying does sometimes occur and must be taken seriously

Bullying is destructive

Bullying interferes with education

Bullying affects everybody

Bullying hurts.

No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Students who are bullying others need to learn different ways of behaving and how their behaviour affects those around them. The Bourne Community College has a responsibility to act promptly and effectively with issues of bullying.

Aims of the Anti-Bullying Policy

The aims of the Policy are to:-

- create a climate where bullying is not accepted
- help prevent bullying from starting
- ensure staff respond consistently and appropriately to bullying

- empower victims to seek help
- involve everyone (students, staff, parents and governors) in acting against bullying whenever and wherever it occurs
- help those involved in bullying to change their behaviour.

Creating the Climate for Reducing Bullying

All members of the College community are encouraged to:-

- have a positive self-regard
- look after each other
- be open about bullying
- turn to someone with their concerns and fears.

Everyone in the College community is made aware of the College's stance and the strategies to deal with bullying through:-

- Year 6 students/parents transfer and transition programmes
- Year 7 students induction programme
- the Peer Mediation service provided by Year 10 & 11 students
- all students through Personal Development programmes of study
- all students during Form Tutor time, assemblies, and through Behaviour for Learning
- all parents and members of the College and wider community through Newsletter, prospectus, information leaflets and the College website
- staff development
- governors meetings.

The College recognises that students model their behaviour on older students and adults: teachers and parents in particular. The College's Behaviour Policy requires that all staff:-

- set an example of the behaviour we seek to promote
- work together through referral and support
- strive to achieve consistency in response to behaviour.

When travelling to and from the College and on College business the normal College rules apply.

Intervention Strategies

The College uses a variety of intervention strategies to deal with bullying issues with the response depending on the particular circumstances of the issue. Strategies used may include:-

- counselling
- conciliation
- restorative justice
- discussion
- involving parents
- involving outside agencies.

Procedures to Follow

Reporting incidents:-

- all members of the College community are responsible for reporting incidents of bullying to a member of staff:-

This could be:-

- by word of mouth
- by letter/note
- by email using the special link on the Bourne portal
- by texting 07546 125598
- all bullying incidents will be followed up using the same procedures as for other types of behaviours as outlined in the College Behaviour Policy.

Recording Incidents:-

- Each incident will be recorded on our student tracking system
- Incidents of a racist nature will be recorded in the appropriate way

Sanctions:-

- bullying incidents are dealt with using the same system as for other behaviours which are outlined in the College Behaviour Policy using a staged approach
- continued low-level bullying over a period of time will be considered to be more serious and students will face increasingly severe sanctions in line with the College's Behaviour Policy
- very serious incidents will be dealt with by a member of the Leadership Team and may result in a fixed term exclusion.

Monitoring

Data from monitoring and feedback will be used to review and update the policy on an annual basis.

This policy has been written after consultation with the School Council, College staff and the College Change Group. Advice and guidance has also been sought from the Behaviour and Attendance Consultation (West Sussex Children's Services), Kidscape and the Department for Education and Science.