

TREVIGLAS COMMUNITY COLLEGE**POLICY: ANTI - BULLYING**

“We require every member of the college to behave in a considerate way and to respect the rights of others.”

Under the Children Act 2004, all professionals who work with children and young people are expected to work towards the five national outcomes for children (Every child Matters):

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution
- Achieve economic well-being

Though these have been formally abolished, the college believes that they are still an integral part of any supportive education environment and provide a useful framework in which to operate.

Treviglas Community College believes that its policy against bullying must be seen as an integral part of its whole college aims which are:

- to provide a broad and balanced curricular experience leading to both academic achievement and an effective preparation for the skills and flexibility demanded by life after secondary school
- to educate all our students to their potential in a caring, constructive atmosphere in which there is mutual respect and positive student/teacher relationships
- to develop partnerships which encourage wide support, with help from and for students, staff, governors, parents and the wider community.

Our approach to bullying is a 'whole college' approach. We do expect everyone to act with courtesy and consideration to others at all times and to always try to understand the other person's point of view. Neither staff nor students will condone or ignore bullying of any nature and anti-social behaviour will not be tolerated. "It is important to distinguish between bullying behaviour and an outright condemnation of the whole person. Bullying behaviour is often an expression of inward distress, the passing on of negative behaviour, confusion about one's own worth or an extreme need to bolster self-esteem". (Behaviour and Attendance Strand).

There are a number of definitions to explain what bullying is. Treviglas Community College believes that bullying is any behaviour, which is deliberately intended to hurt, intimidate, frighten, harm or exclude. The behaviour is often repeated and habitual, and seeks to harm a person who may be perceived as vulnerable.

All members of the college will be encouraged not to accept bullying of any form and if they ever experience, see or suspect bullying is taking place to **ALWAYS** speak up and **TELL** someone. **ALL OF US WILL LISTEN** and **ALL OF US WILL ACT** by involving staff and/or student counsellors.

Our college will:

- support staff to identify and respond to bullying
- make students aware that we listen and all bullying issues will be dealt with sensitively and effectively
- work towards creating an anti-bullying culture

- ensure that parents/carers expressing concerns about bullying have them taken seriously
- learn from effective anti-bullying work elsewhere
- discuss, monitor and review incident of bullying

Treviglas Community College recognises that in any large group of people there will always be some bullying and however undesirable, it needs to be recognised as a reality. Our policy of preventative intervention is intended to create a safer climate where we can maintain our friendly, caring, yet hard-working atmosphere and where all students can feel confident that, as an individual, they are important.

OUR POLICY RECOGNISES THAT BULLYING CAN BE:

- I. physical
- II. verbal
- III. mental
- IV. 'cyber-bullying' (text, e-mail and internet)
- V. racist, homophobic, sexist
- VI. directed to vulnerable groups (children in care, young carers etc)
- VII. or any combination of these areas

OUR POLICY IS POSITIVE RATHER THAN PUNITIVE AND OUR AIMS ARE TO:

- I. prevent bullying
- II. deal promptly with any incident of bullying if, and when, it occurs
- III. to promote self-esteem among all students, including the bullied and those who suffer from the need to bully
- IV. encourage students to speak out and **TELL** if bullying is taking place
- V. encourage all students to help and protect others within the college

OUR POLICY IS BASED ON TRUST BETWEEN STUDENTS & STAFF AND WILL:

- I. raise awareness throughout the curriculum
- II. give students opportunities to talk about bullying in general (through our registration system/P.H.S.E., and other subject lessons and assembly times)
- III. ensure that key areas of the college grounds, buildings and college transport are monitored by the students themselves as well as by adults.

OUR POLICY WILL REQUIRE A CONSISTENCY OF APPROACH WHICH MEANS THAT:

- I. all incidents will be initially investigated by Subject/Form Tutors or Head of House who will take any necessary action including contacting parents and monitor the success of such action
- II. any subsequent or particularly violent incidents will be reported to Head of House and/or Senior Leaders of the college, as appropriate.
- III. there may be a referral to a student counsellor and this referral may then result in the establishment of a mentor
- IV. there may be a referral to outside agencies for support (e.g. counselling)

OUR POLICY WILL BE MADE CLEAR TO THE FOLLOWING GROUPS:

- I. **staff** - teaching/non-teaching
- II. **students**
- III. **parents** - web site
- IV. **governors**
- V. Others connected with our college, e.g. College Transport drivers, neighbours etc.

Our policy will be continually monitored by the whole college community and will be reviewed and updated. It should be read in conjunction with 'Possible Signs of Bullying' and 'Action Guidance Notes' which follow.

If you suspect your child is being bullied please contact Mrs Pascoe (Student Services) or your child's Form Tutor or Head of House or the Director of Post 16 Studies.

E-mail addresses:

Mrs Pascoe:	sp@treviglas.cornwall.sch.uk	Student Services
Mrs White:	wht@treviglas.cornwall.sch.uk	HoY office
Mr Cherry:	che@treviglas.cornwall.sch.uk	HoY office
Mr Hulks:	hul@treviglas.cornwall.sch.uk	HoY office
Mrs Vittle:	vit@treviglas.cornwall.sch.uk	HoY office
Ms Stephens:	stn@treviglas.cornwall.sch.uk	Post 16 Student services Post 16 office

POSSIBLE SIGNS OF BULLYING

OBSERVATION:

Parents and Teachers are in ideal positions to be able to observe changes in a student's behaviour, which may indicate that they are being subjected to bullying, **so look out for:**

- Items of clothing, property, college work, etc. that are damaged or lost more often than you would consider to be normal
- Frequent injuries to the child (bruises, cuts, etc.)
- Withdrawal, which may lead to low participation in college and other activities, isolation or self-harm
- Those who spend a lot of time in their bedroom, possibly crying; who find it difficult to sleep, wet the bed or have nightmares. Teachers within college may be aware that the student always appears tired
- Educational attainment being slowly or suddenly reduced
- A reluctance to go to college. Parents may not even be aware of this as the student could be playing truant. It may only be noticed by the college through absenteeism showing up on the college attendance or lesson register. College staff should be alert to those students who register at the start of a session but then fail to attend the actual lessons later
- Poor self-esteem, which inhibits students from forming positive relationships, leads to feelings of worthlessness and betrayal, and causes some to lower their expectations and standards of work
- Anxiety and depression, which can lead to intermittent and long-term absence from college, physical illness or psychosomatic complaints
- Request to be accompanied going to and from college, or to go by a different route. If this is longer than the previous one, it could well indicate that bullying has been occurring along the previous route.
- The child comes home hungry. This could be due to a Bully demanding their 'dinner' money. College staff may notice a student who always stayed for lunch no longer does so
- Money in the house or college going missing
- Depression in the student. Reluctance to eat or play normally. Student appears generally unhappy, miserable, moody and/or irritable

- The student who threatens or attempts to commit suicide

Taken individually, or even collectively, the above may not be due to bullying, but a combination of even some of these signs could be a good reason to suspect it. If a student is showing signs of, or is experiencing ANY of the above, it can be an indication that all is not well, the student is not happy and therefore, whatever the cause, it should be investigated.

Action Guidance Notes for Teachers and Parents when dealing with SUSPECTED BULLYING

OBSERVE...LISTEN...ACT...REMEMBER

The first and often most difficult hurdle to overcome is that of accepting that there is, possibly, the problem of bullying with your child in our college. Once it has been brought into the open, the way should be made clear for everybody to work together, without recriminations and without being confrontational. By making it clear that anti-social behaviour will not be condoned by anyone, there will be nowhere for the bully to hide. It is normally only after we have explored every avenue using a "no blame approach" that we would consider other responses. If the event is particularly violent or no perceived improvement is noted and bullying continues, the Headteacher may well decide that exclusion is the only way to protect the student population of the college.

The following suggestions have not been separated into actions to be taken by the students, by the parents, by the staff, by the Headteacher, Governors, etc., etc. **It is the combination of action that will bring about the greatest results.**

OBSERVE ... Look for changes in behaviour, patterned absenteeism, unaccustomed excuses and anything unusual. Having said that, don't jump to conclusions from what might be just a one-off incident ... continue to observe.

LISTEN ... with empathy and tact. Provide a quiet area where the youngster can talk to someone she/he can trust. There may well be a genuine problem which desperately needs sorting out quickly. It may be the problem is largely imaginary but that will make it none the less distressing; it may even be in some cases a form of attention-seeking but that too needs investigation to discover the cause of this need. Handle any confidential information with sensitivity. Make every student feel valued.

ACT ... do something positive. Provide good role models, safe havens, programmes on conflict resolution, assertiveness training. Keep the students involved, get their suggestions. Once identified, restrict the opportunities the bully has for bullying. Break up troublesome groups. 'Police' problem areas. Encourage students to accept individual differences; not to put themselves in a position where they might get bullied; try to get them to ignore jibes and not to respond. Instil in the students that it is vitally important to TELL someone if they are experiencing problems, tell someone in whom they have confidence, which could be a member of staff, a college counsellor or another friend **and not just tell but make sure action is taken. Be persistent until it is!**

REMEMBER ... there is no 'magic wand' to stop bullying. The physical violence or 'baseball bat' approach to bullying does not work in the long term. Quite often, the individual who is experiencing bullying can, perhaps inadvertently, be the cause of the bully's response, because they call out or say things which results in the unwelcome response from the bully. It is also worth remembering that students who experience bullying can often, later, become bullies themselves.

Remember the following contacts can be useful when seeking help:-

Childline - 0800 1111 www.childline.org.uk

National Society for the Prevention of Cruelty to Children – 0808 800 5000 www.nspcc.org.uk

Anti-bullying Cornwall - 0800 587 5991 or e-mail: abc@vscornwall.org.uk

Cornwall Anti-racism Project 07881 551320

Victim Support Cornwall 0845 0567 999 e-mail: support@vscornwall.org.uk

This policy has been written, considered and amended by:

- Headteacher & Senior Leaders
- Staff (Head of House & Full Staff Meeting)
- Students (Student Council & House Council Termly Meetings)
- Parents (Focus Groups)
- Governors (Full Governors)