

ANTI-BULLYING

Policy Statement



- Replaces original Anti-Bullying Policy created in January 1998.
- Takes into consideration all relevant legislation
- Recommended by the Department of Education

Summary:

This policy outlines procedures to be employed to combat bullying within the school community.

This rewrite of the original policy contains important amendments.

E G Martin
Principal

Additional Notes:

Policy Number: 2003/1.2

History:

- Original Created January 1998
- Adopted by the BOG February 1998
- Complete rewrite November 2003
- Distributed to Staff November 2003
- Rewritten (version 2) between September 2004- November 2004
- Staff training in the policy January 2005
- Adopted by Governors November 2004
- Revised with minor amendments June 2005
- Modified June 2008
- Modified May 2011
- Modified February 2012
- Revised with amendments September 2014

TABLE OF CONTENTS

CONTENTS		PAGE NO
1.	1.1 Introduction	1
	1.2 Rationale	1
2.	2.1 What is Bullying?	1
	2.2 Information for pupils: What can you do if you are being bullied?	2
3.	3.1 If you know someone is being bullied	2
	3.2 Information for parents: As a Parent	3
4.	School strategies	
	4.1 As a School (we will:)	3
	4.2 Action to be taken when bullying is suspected	4
	4.3 Examples of Strategies already used in Ulidia	4
5.	5.1 We support the victim	4
	5.2 We also discipline, yet try to help the bully	5
	5.3 Disciplinary Steps	5
6	Monitoring and Review of the Policy	5

ULIDIA INTEGRATED COLLEGE ANTI-BULLYING POLICY

1 1.1: INTRODUCTION

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch or witness, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out.

It is clear that certain jokes, insults, intimidating and threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed will a child best be able to benefit from the opportunities available at the College.

1.2: RATIONALE

Ulidia Integrated College believes that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

All institutions, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If a school is well structured and organised, it can minimise the occurrence of bullying. The College also has a clear policy on the promotion of good relationships, behaviour and child protection; the College believes that bullying is a form of anti-social behaviour, is WRONG and WILL NOT BE TOLERATED.

It is important therefore that the College has a clear written policy to promote this belief, where both pupils and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

2 2.1: WHAT IS BULLYING?

“Bullying is deliberately hurtful behaviour repeated often over a period of time, where it is difficult for the victim to defend him or herself”

Department of Education 1999

We define bullying as deliberately hurtful, unacceptable behaviour that is recurrent and/or persistent and also where a more powerful pupil or group of pupils target a more vulnerable pupil or group of pupils with the intention of causing hurt.

All bullying issues are taken seriously by the College including those based on:

- Race
- Religion
- Culture
- Gender
- Perceived sexual orientation
- Sexual Identity

- Disability
- Nationality
- Minority groups eg. Travelling community

At Ulidia Integrated College, we consider the following when dealing with instances of bullying:

- The intention behind words and actions
- Patterns of behaviour
- The balance of power between the target and the aggressor.

Bullying can occur through several types of anti-social behaviour. It can be:-

- **PHYSICAL** A child can be physically punched, kicked, hit, spat at, etc. Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to him/her.
- **VERBAL** Verbal bullying can take the form of name calling, insulting or repeated teasing. It may be directed towards gender, sexuality, ethnic origin, physical/social disability, or personality, etc.
- **INDIRECT** Indirect bullying may include spreading nasty rumours and excluding someone from social groups and/or activities.
- **CYBERBULLYING** This may include sending abusive, threatening or hurtful texts, emails or messages and the misuse of social media sites such as Facebook, Twitter and Snapchat. This includes posting abusive, threatening or hurtful messages both publicly and privately, using images and/or photographs to embarrass and humiliate and online behaviour designed to intimidate.

Cyberbullying is one of the most common forms of bullying and often takes place outside school hours. However, very often these incidents that occur outside school, very often have an impact on pupils in school. Targets of cyberbullying feel fearful of the aggressor/s inside school and this can have a detrimental effect on both their emotional well-being and academic progress.

Some of the measures we may take to deal with cyberbullying in particular include:

- Mediation between the target/s and aggressor/s
- Informing parents/guardians
- Inviting parents/guardians to the College
- Detention
- Suspension

INFORMATION FOR PUPILS

2.2: WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

Remember that **your** silence is the bully's greatest weapon! Talk to someone, let them know, **BREAK THE SILENCE**.

- Generally it is best to tell an adult you trust straight away. You will get immediate support.
- Tell yourself that you do not deserve to be bullied and that it is WRONG!
- Be proud of who you are. It is good to be an individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive - shout "No!" and walk confidently away. Go straight to a teacher, member of staff or Mentor.

Staff will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

3 3.1: IF YOU KNOW SOMEONE IS BEING BULLIED

BREAK THE SILENCE:

- Watching and doing nothing looks as if you are on the side of the bully. It makes the target feel more unhappy and on their own.
- Remind the target that the 'Bully' is in the wrong and encourage them to tell a member of staff.
- Support the target by reporting the incident to an adult IMMEDIATELY. Staff have ways of dealing with the bully without getting you into trouble.
- Do not support the bully as a means of creating safety for yourself.
- Remember you have a responsibility to do something if you see behaviour that you know is hurtful.

INFORMATION FOR PARENTS

3.2: AS A PARENT

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.

- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a target of bullying behaviour, inform the College IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the College's Policy concerning bullying and that they will not be afraid to ask for help.
- Monitor your child's use of social media, preferably through agreement with your child that you can see what they post, send and receive both privately and publicly.

SCHOOL STRATEGIES

4 4.1: AS A SCHOOL

WE WILL:

- Include the Anti-Bullying Charter, drawn up by the Pupils' Council, in all pupil planners.
- Encourage the Pupils' Council to continue to run the anti-bullying campaign, raising awareness during Anti-Bullying Week with various activities.
- Organise the College community in order to minimise opportunities for bullying and provide increased supervision at problem times.
- Use every opportunity to discuss aspects of bullying and the appropriate way to behave towards each other e.g. during pastoral programmes, Learning for Life and Work etc
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Review the College Policy and its degree of success.
- The College Staff will continue to have a firm but fair discipline structure. The rules are few, simple and easy to understand.
- Not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, sex, etc.

- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- Encourage pupils to treat everyone with respect.
- We will treat bullying as a serious offence and take every possible action to eradicate it from our College.

4.2 EXAMPLES OF STRATEGIES ALREADY USED IN ULIDIA INTEGRATED COLLEGE:

- ~ Pupil Council
- ~ Peer Mentors (Years 8 and 9)
- ~ Peer Buddy Systems
- ~ Pastoral programmes in form time
- ~ Pastoral System
- ~ An open and expressive communicative environment
- ~ Counselling
- ~ National Bullying Awareness Week
- ~ Pupils' Council Anti-Bullying School Campaign
- ~ Blue Friday

4.3: ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED

If bullying is suspected we will talk to the suspected target, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:

- Help, support and counselling will be given, as is appropriate, to both the target and the bully.
- Disciplinary steps.
- We will aim to find a positive way forward and to focus on changing negative behaviour so that instances do not reoccur.

5 5.1: WE SUPPORT THE TARGET IN THE FOLLOWING WAYS

- By offering them an immediate opportunity to talk about the experience with their Form teacher, Year Leader, Pastoral Leader or another member of staff if they choose.
- By informing the target's parents/guardians.
- Offering support through the Independent School's Counselling Service.
- Offering the support of a "Peer Buddy" and/or Travel Prefect.
- Offering continuing support when they feel they need it.

- Arranging for them to be escorted to and from the College premises.
- By taking one or more of the seven disciplinary steps described below to prevent further bullying.

5.2: WE ALSO DISCIPLINE YET TRY TO HELP THE BULLY IN THE FOLLOWING WAYS:

- By talking about what happened to discover why they became involved.
- Informing the bully's parents/guardians.
- By continuing to work with the bully in order to get rid of prejudiced attitudes as far as possible.
- By taking one or more of the seven disciplinary steps described below to prevent further bullying.

5.3: DISCIPLINARY STEPS

- They will be warned officially to stop offending
- We will inform the bully's parents/guardians
- If they do not stop bullying, they will be suspended for a fixed period (one or two days)
- They may be excluded from the College premises at break and/or lunch times
- We may arrange for them to be escorted to and from the College premises
- If they then carry on they will be recommended for suspension for a longer fixed period (up to five days) or an indefinite period
- If they will not end such behaviour, a consultation meeting will be arranged which may result in permanent exclusion (expulsion).

6 MONITORING AND REVIEW OF THE POLICY

The effectiveness of this policy will be monitored by the Principal, Pastoral Leader and team of Year Leaders. The Policy will be reviewed annually by the Senior Management Team.