

PLATANOS COLLEGE

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm.

This is the responsibility of every adult employed by, or invited to deliver services at, Platanos College. We recognise our responsibility to safeguard and promote the welfare of all our pupils by protecting them from physical, sexual or emotional abuse, neglect and bullying.



ANTI-BULLYING POLICY

2015 – 2016

This Policy should be read in conjunction with the Discipline and Behaviour Policy

Anti-Bullying Policy

Principle

At Platanos College we believe that physical, verbal, or psychological (including sexual and/or racial) harassment of any member of the school community is unacceptable.

Aims

- Enable all members of the school to work in a safe and happy environment.
- Immediately respond to and deal with any report of bullying or racial harassment.
- Ensure that all members of the school community feel comfortable, safe, secure, equally valued and respected.
- Every member of the Platanos College community has the right to grow and change free from prejudice, stereotyping, harassment and negative discrimination.
- Every member of the school community to address and/or respect all incidents of bullying.
- Endeavour to allow all pupils to realise their potential free from any form of negative peer pressure, including gang-related pressure.

Definition

A broad definition of bullying is that it is:

- Deliberately hurtful and can include aggression.
- Repeated often over a period of time.
- Difficult to defend against.

Bullying may be:

- Physical: hitting, kicking, or taking, damaging or hiding possessions.
- Verbal: name-calling, insulting, threatening, or demanding money.
- Exclusionary behaviour: intimidating, isolating or excluding a person from a group.
- General unkindness: spreading rumours or writing unkind notes.
- Cyberbullying: using the internet, mobile phones, social networking sites (such as Facebook and Twitter) to deliberately upset someone else.
- Sexual: talking to or touching someone in a sexually inappropriate way.
- Sexist: related to a person's gender or gender reassignment.
- Racist or religious: relating to someone's religion, belief, culture or ethnicity.
- Homophobic: related to a person's sexual orientation.
- Related to pregnancy and maternity.
- Class / socio-economic group: related to a person's home circumstances.

- Related to a person's disability, special educational needs, learning difficulty, health or appearance.

Types of bullying

a) Racist and religious bullying

In racist and religious bullying a person is targeted for being perceived as being a member of a different ethnic, cultural or religious group. People do not have to be of that group to suffer racist and religious bullying. This bullying not only impacts on the individual person, but on their families and others perceived to be from that same or similar group. Inappropriate assumptions may be made about someone's religion or belief because of their ethnic origin.

Incidents may include:

- Verbal abuse by name-calling/offensive mimicry.
- Pretending not to understand/using gibberish.
- Physical threats or attacks.
- Mockery of physical appearance.
- Wearing of provocative badges or insignia.
- Having racist leaflets, comics or magazines.
- Defacing property.
- Graffiti.
- Inciting others to behave in a racist way.
- Mockery of a person's demeanour or way of speaking.
- Refusing to co-operate in work and play (refusing to sit next to someone)
- Mockery of dress, religious, observance, dietary habits.
- Mockery of country of origin.
- Phone, text, internet or interactive abuse.

b) Sexist bullying

In sexist bullying a person is targeted for being perceived as being a member of a particular gender. This bullying impacts on the individual personal and on all men and women.

Incidents may include:

- Verbal abuse by name-calling/offensive mimicry.
- Physical threats or attacks.
- Inappropriate and uninvited touching.
- Sexual assault.
- Display of pornographic material.
- Mockery of physical appearance.
- Wearing of provocative badges or insignia.
- Having sexist leaflets, comics or magazines.
- Sexual innuendo.

- Defacing of property.
- Graffiti.
- Inciting others to behave in a sexist way(s).
- Mockery of a person's demeanour or way of speaking.
- Mockery of a person's contributions to work.
- Refusing to co-operate in work and play (refusing to sit next to someone).
- Mockery of clothing.
- Mockery of subject and career choice.
- Phone, text, internet or interactive abuse.

c) **Disablist bullying**

People with Special Educational Needs or disabled people may be less able or more reluctant to articulate experiences as well as others. However, they are often at greater risk of being bullied, both directly and indirectly, and usually about their specific difficulties or disability.

Incidents may include:

- Verbal abuse by name-calling/offensive mimicry.
- Physical threats or attacks.
- Defacing of property.
- Graffiti.
- Inciting others to behave in a disablist way.
- Mockery of specific difficulty or disability.
- Mockery of a person's contributions to work.
- Refusing to co-operate in work and play (refusing to sit next to someone).
- Phone, text, internet or interactive abuse.

d) **Classist bullying**

In classist bullying a person is targeted for representing a perceived class or socio-economic group. This not only impacts on the individual person, but on their families and others perceived to be from that same group.

Incidents may include:

- Verbal abuse by name-calling/offensive mimicry.
- Physical threats or attacks.
- Defacing of property.
- Graffiti.
- Inciting others to behave in a classist way.
- Mocking clothing and belongings.
- Refusing to co-operate in work and play (refusing to sit next to someone).
- Phone, text, internet or interactive abuse.

e) **Homophobic bullying**

In homophobic bullying a person is targeted for being perceived as a lesbian, gay, bisexual or transgendered person. People do not have to be lesbian, gay, bisexual or transgendered to suffer homophobic bullying. This bullying not only impacts on the individual person, but on their families and others perceived to be from that same group. It may be based on gender stereotyping.

Incidents may include:

- Verbal abuse by name-calling/offensive mimicry.
- Physical threats or attacks.
- Mockery of subject and career choice.
- Defacing of property.
- Graffiti.
- Inciting others to behave in a homophobic way.
- Mockery of a person's demeanour or way of speaking.
- Mockery of a person's contributions to work.
- Refusing to co-operate in work and play (refusing to sit next to someone).

Intention

Not all bullying is deliberate or intended to hurt. Some individuals may see their hurtful conduct as 'teasing' or 'a game'. These forms of bullying are equally unacceptable but may not be malicious and can often be corrected quickly with advice and without disciplinary sanctions. A bully who does not respond appropriately to advice or sanctions would ultimately have to leave the school.

Prevention, management and training

Children's behaviour is affected by the behaviour of the adults around them. Therefore, we expect adults in the school community to model respectful and courteous behaviour. It is everyone's responsibility to ensure, whatever the circumstances, that no one becomes a victim of bullying.

The school is an active anti-bullying school with **Anti-Bullying Champions (ABCs)** in each year group. It is also a **School Champion** in anti-homophobic bullying working in partnership with Stonewall, a charity that runs educational programmes to tackle homophobic bullying.

The school also has a dedicated email system to receive and record any concerns.

Both staff and pupils will receive regular training on recognising and tackling all forms of bullying, including (but not exclusive to) racial, religious, homophobic, gender, physical, sexual, verbal, and through social media (e.g. Facebook).

School staff:

- All members of staff should be aware of the Policy.
- All staff should be particularly vigilant in areas of the school where bullying may take place.

- All staff have a particular responsibility to address all forms of bullying and investigate incidents thoroughly and sensitively, or inform the relevant staff member.
- Must attend all training organised by the school.

Pupils:

- Pupils should be encouraged to report incidents of bullying and/or harassment without fear of not being taken seriously, and must be protected from any fear or repercussions against them.
- A pupil being bullied should tell his/her parents or guardian, form tutor, Pastoral Manager, or any other member of staff.
- Pupils should feel confident that all reported incidents will be acted on.

Parents/Carers/Guardians:

- Parents/guardians are encouraged to contact the school if they have any concerns about bullying. Their concerns will be taken seriously and investigated.
- Parents/guardians of any pupil(s) who is a victim of any incident should be informed as soon as possible so that they can work in partnership with the School in supporting their child/children.
- Parents/guardians of pupils who are found to be the aggressor/perpetrator in any incident will be removed and banned from the School site. The police and social services will be informed if there is bullying/aggressive behaviour against pupils/staff or other parents/guardians.

Reporting procedures

Where members of staff are made aware of incidents of bullying and/or harassment they must take immediate action and report the incident to the relevant Pastoral Manager or any member of the Headship Team.

The Pastoral Manager or member of the Headship Team will immediately record details of the incident and take immediate action. All individuals involved will be asked to give a written description of the incident.

The following steps should be taken immediately.

- Record where the incident took place.
- Record when the incident took place.
- Record the immediate action that was taken.
- Ask all involved to describe the incident **IN WRITING**.

All reported incidents will be dealt with in an appropriate manner, bearing in mind the nature of the incident, the pupils involved and any other relevant background information about any of the pupils involved.

Reports on any incident will be kept on pupils' files.

Feedback will always be provided to individuals who have made the allegations or complaint.

Bullying can be a crime. We may therefore choose to involve the Police or other agencies where appropriate.

Range of action

- Advice and support for the victim.
- Advice and support to the bully in trying to change his/her behaviour. This may include clear instructions and a warning or final warning.
- A supervised meeting between the bully and the victim, where appropriate, to discuss their differences and the ways in which they may be able to avoid future conflict.
- A disciplinary sanction against the bully in accordance with the school's Discipline and Behaviour Policy. In a very serious case or a case of persistent bullying, a pupil may, after a fair hearing, be required to leave the school permanently in accordance with the school's Exclusions Policy.
- Moving either the bully or victim to another class after consultation with the pupil, his/her parents/guardians and the relevant staff.
- Involving social services or the police where necessary.
- Notifying the parents of one or both pupils about the case and the action which has been taken.
- Monitoring the position for as long as necessary to decide if further action is required.
- Counselling and support where necessary.
- Vigilance.
- Discussing the incident at staff meetings and liaison between Pastoral Managers and other staff.
- Reviewing vulnerable individuals and areas of the school.
- Continuous monitoring of the situation.