



CALLINGTON COMMUNITY COLLEGE

ANTI BULLYING POLICY

Rationale

Everyone at Callington Community College has the right to feel welcome, secure and happy. Only if this is the case will all members of the college community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the college to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied students and help build an anti-bullying ethos in the College.

This document outlines how we make this possible at Callington Community College.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone.

The college works hard to ensure that all students know the difference between bullying and simply 'falling out'.

Actions to Tackle Bullying

Prevention is better than cure so at Callington Community College we will be vigilant for signs of bullying and always take reports of bullying seriously. We will use the curriculum whenever possible to reinforce the ethos of the college and help students to develop strategies to combat bullying-type behaviour.

Students are told that they must report any incidence of bullying to an adult within the college, and that when another student tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff. There is provision for college members to report incidents to our Bullying Councilor.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents. The Head of Year or Tutor of the victim will be responsible for this and will be required to give a copy of the report and the action taken to the Assistant Headteacher. Older students may be asked to write a report for themselves. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action,

all proven incidences of bullying will be reported to the Headteacher. If bullying includes racist or homophobic abuse then it will be reported to the Assistant Headteacher to be recorded in the Bullying Incident Book.

Upon discovery of an incident of bullying, we will discuss with the students the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, dosed questioning which may be interpreted as accusatory or interrogational in style. Each student must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be applied if more than one student is involved in bullying another. Role-play and other drama techniques can be used as well as Circle Time. If held regularly, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists. However all students will be made aware of a clear line of sanctions which exist should bullying behaviour persist. Students who continue to bully others may be excluded. Victims need to feel secure in the knowledge that assertive behaviour and even walking away can be effective ways of dealing with bullying. They also need to feel that it is alright to tell a responsible adult who will deal effectively with the problem. At Callington Community College we have a peer counseling service run by students for students, where students can be listened to. The TIC-TAC Centre is also available each day to listen to students concerns.

Parental Involvement

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from college). A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours.

Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the college, or from their parents, will never help a problem to be solved and will prolong the period a victim has to suffer. Whilst there is little history of bullying at Callington Community College, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure that we are in a position to strengthen our approach to this issue. Where necessary we have and will call on outside resources such as Behaviour Support Service, Kidscape and others to support our action. This policy is seen as an integral part of our Behaviour and Discipline Policy.

*Appendices: DfES: 'Bullying: Don't Suffer in Silence'
Incident Report Form*