



POLICY: **ANTI-BULLYING**

Bullying affects everyone, not just the bullies and their victims. It is not an inevitable part of school life, nor is it a necessary part of growing up. No one person or group, whether staff or pupil, should have to accept this type of behaviour.

All pupils have the right to an education free from bullying and it is the responsibility of all members of the School to ensure that Scarborough College is a supportive, safe and caring environment. This means every reasonable measure will be taken to make pupils aware of what constitutes bullying, its impact, its outcomes and how seriously any incident of bullying will be taken.

DEFINITION

Behaviour by an individual, or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. There are various types of bullying and they include: racial, religious, cultural, sexual/sexist, homophobic, disability and cyber (social websites, mobile phones, text messages, photographs and e-mail). It is important for everyone to appreciate the gravity of bullying on the victim, with it causing psychological damage and even the possibility of suicide.

Bullying can occur through several types of anti social behaviour. For example:-

- 1 VERBAL BULLYING: This may involve name calling, may make use of written notes, e-mails, or mobile phone messages and/or may include threats of physical violence.
- 2 PHYSICAL BULLYING: This often consists of deliberate jostling, bumping or shoving, and those responsible may easily maintain that it is accidental when detected for the first time. Physical bullying may also involve theft or damage to property. Not all theft or damage is bullying, but bullying occurs where the intention is to create fear and to use power improperly.
- 3 **To reduce the chances of physical bullying taking place, the College has a rule that states there is never to be any physical contact between pupils, other than in sport which is supervised by staff.**
- 4 MANIPULATIVE BULLYING: This may involve manipulating social networks (including electronic networks) with the intention of excluding, ostracising or marginalising individuals from their friends and normal relationships. Manipulative bullying may also involve the spreading of rumours, posting of electronic images without the other person's consent, or malicious accusations.

Bullying frequently focuses on individual differences and anything that is implied to be different from the perspective of the instigator. In this respect it undermines the College's ethos of promoting equal opportunities and disregards the teaching of important social and moral principles. Bullying may seize upon aspects of body shape, lack of attractiveness, appearance or focus on parental, cultural or ethnically-based lifestyle choices.

ACTION TO BE TAKEN BY ANYONE BEING BULLIED

- 1 Go straight to a member of staff and discuss the matter in private. Remember, your silence is the bully's greatest weapon. If you do not feel you can tell a member of staff, then tell a friend.
- 2 Tell yourself that you do not deserve to be bullied and that it is wrong.
- 3 Be proud of who you are. It is good to be an individual.
- 4 Try not to show that you are upset. A bully thrives on your fear.
- 5 Stay with a group of friends as much as you can.

WHAT YOU SHOULD DO IF YOU OBSERVE OR KNOW SOMEONE IS BEING BULLIED

PUPIL ACTION

Do not stand idly by or, worse still, join in. Take Action! Tell someone, ideally, a member of staff, as soon as possible. Through PHSE and other appropriate educational opportunities, pupils will be constantly reminded of the role they can play whenever they are aware that bullying is taking place.

STAFF ACTION

Be vigilant and look for any early signs of bullying in your classroom and around the School site. These may include the sudden deterioration in a pupil's work; spurious illness and erratic attendance; arriving late for lessons; a desire to remain with adults, damaged or disappearing schoolbooks and other property; an appearance of isolation. Whilst such behaviour might be symptomatic of other problems, it might be the early signs of bullying, and the problem should be investigated and, where necessary, referred to the Tutor in the first instance and then on to the Head of Tier, Houseparent or Deputy Head, as appropriate. Staff should also take action against anything they might observe as intimidatory behaviour.

As part of a teacher's induction course, there will be a specific briefing on bullying, and the details of this policy will be explained. At other moments of staff training, the College's response to bullying may be discussed and appropriate training given.

Any incident of bullying reported to a member of staff, however minor, must be treated seriously and with urgency. A written record should be made and any witnesses should summarise what they have seen or heard in writing. Once the situation is clear, seek advice from someone appropriate in authority, so that effective action is taken and, where necessary, disciplinary action is taken against the bully, the ultimate sanction being permanent exclusion from school.

PARENT'S ACTION

A parent should report any anxieties they may have to the Tutor in the first instance. These would be passed on to the Head of Tier, as necessary. Parents can be reassured that the School will treat their concerns seriously, and confidentially, and that they will be kept informed of any action taken.