

## ANTI-BULLYING CHARTER

### **What is bullying?**

The members of Cromwell's Anti-Bullying Council (ABC) have defined bullying as:

"Bullying is a deliberate and persistent attempt to hurt, and/or humiliate someone. This can be perpetrated by an individual, or a group, and can cause emotional and/or physical harm." Bullying takes many forms – racist, religious and sexuality.

The main types of bullying are:

- ▣ Physical – this is physically hurting someone, hitting, kicking, and beating up.
- ▣ Verbal – this is saying hurtful things, like calling people offensive names or making rude sounds.
- ▣ Indirect – this is bullying but not to the victims face like spreading rumours or leaving the victim out
- ▣ Cyber – this is bullying the victim on the internet, computer or phone, this is not to their face.
- ▣ Racist – this is bullying someone because of their race, skin colour, culture or family background.

### **Aims of policy**

Our Mission Statement.

In this group and in our small community we want to open people's eyes to bullying and help to try and minimise it. To make people feel safe and confident in this school and to support and help overcome the problems caused by bullying.

ABC has vital experience in both situations that will enable us to provide a comfortable atmosphere to live and work in.

The ABC also has links with outside agencies and will run events to keep the Anti-Bullying message in the public eye.

## **Implementation**

All teaching and support staff must take any report of bullying seriously and respond quickly to any complaints. Staff should also be aware of any signs of bullying and act on it as soon as possible, using our school policy.

## **Support From the ABC**

Each form group in the school has a male and female ABC rep. These are in regular contact with the ABC to create a direct line of communication.

*Their role is to:*

1. To ensure that any incidence of bullying that they are made aware of is reported to their form tutor
2. Assist the tutor in ensuring the School's Anti-bullying charter is followed
3. To make the tutor aware if the bullying has not stopped
4. To pass on any updates or information to their form tutor from the ABC

*Their role is not to:*

1. Become involved in the situation
2. To take sides in the situation
3. Talk or gossip about any bullying incidences
4. Tell their form tutor how to handle any given situation

## **SUPPORT BY TUTOR**

The role of the tutor in the first instance is to try to intervene in the situation at it's earliest point, before it escalates. There are many strategies available to deal with these and any staff who may not be confident with dealing with bullying should speak to their Head of Progress (HOP), Pupil Support Unit Manager or In-School Support Teacher

If the primary intervention is unsuccessful, the bullying is of a serious nature or either the perpetrator or the victims are involved in bullying a lot, then the matter should be referred to their Head Of Progress.

### **SUPPORT from the HOP**

The HOP has the option of intervening in the situation if they think they may bring about a satisfactory resolution.

If not, or if they are unsuccessful they should follow one of two routes:

1. The pupils are referred to VM to reduce their bullying or to embark on confidence or hardiness training.
2. If the pupil has previously had intervention by VM or the Inclusion Officer and this has not solved the problem then they may be punished in line with the school's Behavioural Policy.

### **SUPPORT BY PUPIL SUPPORT UNIT MANAGER**

Pupils will work with the Pupil Support Unit Manager if they are referred to her by HOP.

Her aim will be to allow people who bully to understand the consequences of their actions for them and their victims.

To develop empathy within the individual

To develop their school citizenship skills

The program is not voluntary and will take place at lunchtimes and occasional form times.

The Pupil Support Unit Manager will also work with pupils who are bullied. Her aim with these pupils is to develop their confidence, coping strategies and adjusting their attitude to those who bully.

## **SUPPORT FROM OTHER PUPILS**

The College operates a mentor programme for literacy and numeracy skills which encourages positive contact between the younger and older pupils. This is another opportunity for pupils to speak with someone about any bullying issues they may be involved in or aware of.

There are also a number of prefects who have been trained to be mentors to some of the more vulnerable younger pupils who are likely to be on the receiving end of bullying. They will meet regularly and will therefore have opportunity to, and be encouraged to discuss any problems they are having.

## **SUPPORT FROM CROMWELL ABC**

We are here to offer support to anyone being **bullied** by:

- 1) Offering opportunity for pupils to speak to their form tutor or a member of staff.
- 2) Reassure the pupil.
- 3) Continue offering support whenever it is needed.

We will also give any needed support to the people who **bully** by:

- 1) Discussing the issue.
- 2) Helping them to change, establishing the issue.
- 3) Informing the parents/guardians of the problem, so the issue is dealt with properly.

## **Statutory duty**

Head teachers have a legal duty under the school standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. These include the register of all racist and homophobic incidents of bullying.

## **Monitoring, evaluation and review**

**Cromwell Community College will be reviewing this policy regularly and assess its implementation and effectiveness.**

**This will be done by the ABC on a continual basis throughout the year.**