

PHOENIX COLLEGE



ANTI-BULLYING POLICY

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| Approved by: | The Full Governing Body |
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ANTI BULLYING POLICY

Statement of Intent

At Phoenix College we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING school**. This means that anyone who knows that bullying is happening is expected to tell the staff.

Everyone has the right to attend school without being hindered by the behaviour of others.

- All forms of bullying are unacceptable and will not be tolerated.
- We will treat all incidents of bullying seriously and will work together to resolve them and prevent them recurring.
- Staff reinforce Phoenix College's aims by the behaviour they expect between students and the standards they set in their relationships with students and other staff in order to model appropriate behaviour to students.
- Parents are encouraged to contact the school immediately should they have any concerns.
- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what Phoenix College's policy is on bullying, and follow it when bullying is reported.

All students and parents should know what Phoenix College's policy is on bullying, and what they should do if bullying arises.

What is bullying?

It is deliberate and repeated behaviour, designed to upset, by a person who feels they have some sort of power over their target for bullying behaviour. Bullying can be emotional, physical, verbal and done through the medium of technology (Cyber bullying).

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
 - Physical: pushing, kicking, hitting, punching or any use of violence
 - Racist: racial taunts, graffiti, gestures
 - Sexual/Sexist: unwanted physical contact or sexually abusive comments
 - Homophobic: because of, or focusing on the issue of sexuality
- Disability or difference: based on disability, ability, gender, appearance circumstance
- Verbal: name-calling, sarcasm, spreading rumours, teasing
 - Cyber: all areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls Misuse of associated technology

Conflicts or fights between equals and single incidents are not defined as bullying. **Bullying behaviour is NOT:**

- **Children not getting along well**

- **A situation of mutual conflict**

Signs and Symptoms

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- uses excuses to miss school (headache, stomach ache etc)
- begins to suffer academically
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises or shows signs of being in a fight
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- changes their eating habits (stops eating or over eats)
- goes to bed earlier than usual
- is unable to sleep
- wets the bed
- is frightened to say what's wrong
- gives unlikely excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a text message or email is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be investigated.

Expectations of Students

We expect high standards of behaviour to be maintained so that all students can work to their full potential. The high standards we have established are based on respect for the rights of Phoenix College as a community, and of groups and individuals within that community. Our Expectations of Students are broken if someone is bullied.

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a Key worker or a member of staff of their choice
- Reassuring the student
- Offering continuous support

- Restoring self-esteem and confidence

Students who have bullied will be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong doing and the need to change
- Informing parents / carers to help change the attitude and behaviour of the child

The following disciplinary steps can be taken when the situation has been investigated:

- Break/lunchtime detentions
- Letter home to parents/carers (for racist and homophobic incidents)
- Exclusion from specific areas of the school
- Enrichment detentions
- Use of school reporting systems
- Ban from particular activities
- Internal exclusion
- Fixed term, exclusion
- Police involvement
- Permanent exclusion

It is hoped that all incidents of bullying can be quickly prevented through the use of restorative justice, mentoring and by offering students supportive programmes to prevent them from bullying others.

GUIDELINES FOR ALL STAFF

If staff observe an incident that they feel is bullying, or if a student reports an incident:

- do not ignore the situation;
- action should be taken quickly;
- the target of the bullying behaviour should be asked to write down what has happened in as much detail as possible; or to relate the story to you to write down for them;
- listen to the target of the bullying behaviour. Make sure you find out clearly what has happened, who is involved, the pattern and timescale of the bullying and the feelings of the student involved;
- reassure the target of the bullying behaviour;
- offer immediate advice to the target of the bullying behaviour;
- the student displaying bullying behaviour should be asked their version of events;
- It may be helpful here to remind the student displaying bullying behaviour that excuses such as 'we were only messing about' are not acceptable;
- Use of restorative approaches between the student displaying bullying behaviour and the target to try and build a relationship of mutual understanding and respect;
- input the incident to behaviour watch ensuring that the 'Victim' is recorded for monitoring purposes;
- inform parents of what has happened and inform them of what action is being taken and how they can support at home.
- If you feel that either the victim or perpetrator could benefit for some 1:1 work with the well-being team.

- if sanction is required this will be part of the Restorative process and in line with the existing practices of the school.

WHAT THE SCHOOL IS ACTIVELY DOING TO ADDRESS BULLYING

- Regular Assemblies.
- Regular contact with home by key workers and subject teachers
- SMSC lessons
- Key workers track incidents, to identify patterns
- Anti-Bullying focused detentions
- Anti-Bullying programmes for persistent offenders
- Working closely with the transport staff
- Using outside agencies, including the police, to provide support, workshops and productions on Bullying.
- Using the views of staff and students to review our work on bullying.
- Use of our Behaviour policy and criteria

Guidance for staff when managing an Incident of Bullying

First incident of bullying

Warning issued – Red INCIDENT issued. The staff member recording the incident MUST report this to the Key Worker and ensure that the incident is recorded on Behaviour Watch. Staff in detention will complete a full de-brief with the student and use Restorative practice techniques. (Enrichment detention will be completed)

Second incident of bullying or serious first incident

- Red incident 5 issued with clear explanation required in write up
- Phone calls home by the tutor/s to report incident to parent / carer of the students involved with the expectation that the incident is discussed fully with each student.
- Student will be required to work 1:1 with a member of staff on an the Anti-
- Bullying programmes and restorative practice resources are available. Staff may plan their own session if this is appropriate to meet the needs of the person involved.
- Support packs are available to deal with Bullying

Third and repeated incidents of bullying

Phone calls home to arrange meeting with parents / carers supported by linked member of the SLT. The student's behaviour will be monitored by the Key Worker report.

Repeated incident of bullying whilst on report

Phone calls home by a member of the SLT to arrange meeting with parents / carers supported by the Key worker. Student's behaviour will be monitored on SLT report following a period of internal isolation. Persistent incidents of bullying will lead to engagement of other agencies e.g. the Police managed by a member of the SLT. If parents / Phoenix choose to involve the police the student will not be able to come to Phoenix College so not to intimidate witnesses in an on- going police investigation

Failure to comply with Phoenix College's behavioural expectations will lead to the possibility of scheduling an Interim Review of the students EHCP to determine whether the school is meeting their needs.

Ultimately Phoenix College will consider the need to Fixed-term exclude students who are persistent bullies if their behaviour presents a danger or persistent disruption to the learning and well-being of other students.

MONITORING AND EVALUATION

- Previous School records are used to help monitor students who have a history of bullying behaviour.
- All staff to monitor the implementation of the anti-bullying policy on a daily basis. Key workers will monitor the school database for all incidents of bullying that involve the students with whom they work.