

Christchurch Learning Centre

Anti-Bullying & Cyberbullying Policy

Reviewed by:	Signed:	Date:
Leadership Team	P. Gavin	19.10.15
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Christchurch Learning Centre

Anti Bullying Policy

Our aim is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti social behaviour and affects everyone; it is unacceptable and will not be tolerated. The Centre is committed to addressing any issues of bullying in line with the Equality 2010 and works to ensure that pupils fully benefit from the opportunities available at the Centre. Whilst attempts have been made to cover a wide range of situations, it is recognised that this policy can not cover all eventualities. There may be times when professional judgements are made; in these situations the Head will be informed.

What is Bullying?

Bullying is deliberately hurtful behaviour, either as a single instance or repeated over a period of time where it is difficult for those who are bullied to defend themselves or a put at a disadvantage, as outlined by the Equality Act 2010.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting
- Physical - pushing, hitting, kicking or any use of violence
- Racist - racist taunts, graffiti, gestures, cultural
- Sexual - unwanted physical contact or sexually abusive comments, pregnancy or maternity related issues
- Homophobic - unwanted derogatory comments on the issue of sexuality, sexual orientation, gender reassignment and/or LGBTQ issues
- Verbal - name calling, sarcasm, spreading rumours, teasing.
- Cyber - threats / taunts on all areas of the internet (chat room misuse, mobile threats, text message misuse, associated technology, cameras, videos)
- Disability - Prejudice in relation to a person's SEND both physical or mental

Staff are also vigilant in identifying and responding to bullying incidents outside of school. This includes the journey to and from school or any activities off-site.

All staff need to be aware of the signs of bullying and act promptly in accordance with the policy.

- No one deserves to be a victim of bullying
- Everyone has the right to be treated with respect
- Pupils who are bullying need to learn alternative ways of behaving

Bullying prevention available within the Centre:

- Education through tutor time
- Outreach worker targeted sessions
- English department addresses the use of debating for and against arguments
- Safer Schools team provide a programme of awareness and tolerance when discussing safety, both in school and out of school.
- PSHCE curriculum address areas in relation to the rights of the child and the Equality Act 2010
- Short course in relation to Beliefs & Values has been initiated to broaden awareness and community tolerances
- Sex education is delivered as short course modules and is supported by professional external speakers to address safety, equality and awareness of sex and relationships as well as LGBTQ issues

Pupils have a number of methods to report incidents.

- Through the Mentor/Tutor/Year Team system
- Direct to the Headteacher or Deputy Head
- School Council
- All staff
- Bully Box
- Parents/Carers

Procedures

Point 1:

Staff should address the situation at the appropriate time, either immediately or shortly after considering any further discomfort for those involved.

Bully should be reminded of their actions and the effect it causes.

Bully should be reminded of Centre code of conduct and bullying policy.

Victim should be offered support/time.

Point 2:

Member of staff witness to/addressing the incident should complete a bullying Behaviour Watch log and tag relevant staff members such as tutor, pastoral lead, safeguarding team etc.

Point 3:

The Year Team will collate evidence and utilise a number of responses;

- Year Team intervention
- Leadership intervention
- Phone call home
- Focus
- Team Around the Child
- Peer mediation
- Fixed term exclusion

Point 4:

All bullying incidents are audited by the Safeguarding Team and/or FOCUS team.

The following steps may be taken when dealing with bullying incidents:

- Any bullying incident suspected or reported should be dealt with immediately by the member of staff who is approached or witnesses the event
- A clear account of the incident must be recorded and given to the appropriate Year Team.
- In serious cases, fixed term exclusions will be considered
- The Leadership team will interview all concerned and report the outcomes decided
- Parents/Guardians will be kept informed
- If necessary and appropriate, the Police will be consulted
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure that repeated bullying does not take place

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- Reassuring the pupils
- Offering continuous support
- Working on self esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong doing and need to respect others and their rights
- Informing parents/guardians to help change the attitude of the pupil

This policy has been produced with the help of the school council, the allocated Bullying Ambassador for the Centre, Mrs A Blissett and supported by annual audits. It will be reviewed annually to assess its implementation and effectiveness. The policy will be promoted throughout all aspects of the Centre and should be read in conjunction with; the Centre's safeguarding and health and safety policies.

Cyberbullying

Cyberbullying is the use of Information and Communication Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else.

Information and Communication Technologies are key within education to support learning and school systems but they can also be misused. Cyberbullying may consist of threats, harassment, embarrassment, humiliation, defamation or impersonation. Cyberbullying may take the form of general insults, or prejudice-based bullying, for example homophobic, sexist, racist or other forms of discrimination.

Cyberbullying can take place 24/7. Incidents can take place in the victims own home and in places that have previously been regarded as safe and private. The audience can be very large and reached rapidly. The difficulty in controlling electronically circulated messages means the scale and scope of cyberbullying can be greater than that of other forms of bullying.

Every effort will be made to ensure that any member of staff and all pupils are safeguarded from cyberbullying by discussing expectations and educating about the consequences of cyberbullying. Whilst this policy endeavours to address concerns in this area, it is important to read this policy in conjunction with the Learning Centre's ICT policy, Social Networking policy, Code of conduct guidance, Anti-bullying policy and safeguarding policy.

All staff at the centre receive training and are made aware of E-Safety through the Safer School Co-ordinator and IT department, Mrs A Blissett. All forms of bullying are investigated within the subject areas of PSHE, Citizenship and tutor time. The School Council are also fully involved in the creation of the Centre's Anti-Bullying Policy.

Whilst in the Centre pupils follow an agreed code of conduct for computer use that can be monitored and privileges removed if pupils are found to be misusing them. Similarly, pupils are not permitted to use their mobile phones during lesson and are encouraged not to bring them into the Centre. Again, if this privilege is abused the Leadership Team has the right to confiscate and retain the mobile phone until a parent retrieves it. All identified incidents of cyberbullying are dealt with immediately and all staff are required to address any situation as it arises to minimise distress. If the Headteacher is not available to deal with a situation, the Deputy Headteacher will fulfil the required action.

There is no single solution to the problem of cyberbullying; it needs to be regarded as a live and an on-going issue. The Centre has an identified method of reporting any form of bullying through Behaviour Watch which once completed, is forwarded to the Leadership Team to evaluate and initiate the required action. The Centre will always ensure that parents and carers are fully informed of any incidents and appropriate support is made available which can be provided through Centre staff, ELSA's, Outreach workers, school nurse, educational psychologist, Safer Schools Team and PCSO's.

Staff overview

On identification/notification of cyber bullying, staff should:

- Minimise the continuation of such behaviour as appropriate utilising the Centre's Safeguarding Policy, Bullying Policy and Behaviour Policy.
- Complete relevant reporting and recording systems via Behaviour Watch in order to notify relevant staff of the incident.

- The Year Team and Leadership Team (where appropriate) should investigate the incident and respond with appropriate actions as listed below.
 - Pupil interviews
 - Contact home
 - In school support interventions - FOCUS
 - External reporting/interventions – EIS, CAMHS
 - Police interventions/notification
 - Exclusion
- Record all interventions initiated via Behaviour Watch
- Year Team to monitor outcomes

Staff Training:

The allocated Bullying Ambassador for the centre is **Mrs A. Blissett**.

Appropriate training has been provided to ensure that the ambassador is able to support both pupils and staff. The Ambassador has worked with ABA to ensure that an annual audit and review of bullying policies and strategies are in place and in line with the Equality Act 2010.

The Ambassador has also cascaded training in relation to bullying awareness and e-safety to all staff. Questionnaires have been completed by both staff and pupils to help strengthen our policy development and strategies to support pupils. These are all systems that will be reviewed and completed annually.

Training will be provided for new staff during induction periods.

Links with other policies:

- Exclusions policy
- Safeguarding policy
- Behaviour policy