



**Westfield Sports College**

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# WESTFIELD SPORTS COLLEGE

## ANTI-BULLYING POLICY

The aim of the anti-bullying policy is to ensure that students 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. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at College.

Date of Policy: Autumn 2010

Staff Responsible: C Beckett

Review Date: Autumn 2011

## **Anti Bullying Policy**

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Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (threatening remarks, name calling, racist remarks, homophobic remarks, disrespectful remarks about relatives, etc.)
- indirect (spreading rumours, inappropriate text messaging or emailing, excluding someone from social groups)

With regards to homophobic bullying this is a specific form of bullying and occurs when bullying is motivated by prejudice against lesbian, gay or bisexual people (LGB), or against those perceived to be lesbian, gay, bisexual or transgendered.

It can also be targeted towards students who are seen to be “different” in some other way, for example, because other students may consider the individual shy; in this way, a person’s identity is used to abuse them. Hence, all students, regardless of their sexuality, can therefore experience homophobic bullying.

The bullying suffered can include **verbal** and **physical** abuse by an individual or group towards an individual or group of people. It can consist of:

- **Verbal abuse** such as suggestive remarks, ‘teasing’, jokes or name calling
- Non-verbal abuse such as mimicry, offensive gestures, or body language
- Ignoring or excluding someone because they are gay or lesbian, or thought to be gay or lesbian
- Display or distribution of offensive material or graffiti
- Threatened or actual **physical abuse** or attack
- Unwanted physical contact, including sexual contact
- **Cyberbullying**, including via email, chat-rooms and mobile phones.
- **Racism**

There are some differences in the ways that **girls** and **boys** bully. Girls tend to use methods of social exclusion, particularly rumour spreading, “funny looks” and ignoring the person being bullied. This can lead to the young woman being attacked feeling excluded and eventually being isolated and unable to re-integrate herself. If this occurs, she may be more likely to take part in risk taking behaviour, such as attending adult venues or meeting people online.

Boys are more likely to be the victims of **physical bullying**. In order to avoid being called ‘gay’, boys may try to conform to perceived masculine stereotypes. This strengthens the idea that there is such a thing as ‘gay behaviour’.

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from College. Students should, and must be encouraged to, report bullying in College.

Colleges' teaching and ancillary staff have received appropriate training to identify students who are being bullied. They must be alert to the signs of bullying and act promptly and firmly against it in accordance with College policy.

### **Statutory duty of Colleges**

The Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying amongst students and to bring these procedures to the attention of staff, parents/carers and students.

### **Implementation**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be treated as a matter of urgency by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the appropriate Form Tutor and a member of the Pastoral Team.
- A designated member of staff will interview all concerned and will record the incident.
- Subject teachers will be advised of the problems.
- Parents/carers will be kept informed at all stages and will be notified of any further issues.
- Disciplinary measures will be used as appropriate and in consultation with all parties concerned.

Students who have been bullied will be supported by:

- Offering an opportunity to discuss the experience with their form tutor, member of the Pastoral Team or a member of the Senior Leadership Team
- Continuous support from the Pastoral team and their form tutor
- Counselling designed to restore self-esteem and confidence
- An opportunity to be involved in a mediation meeting with the perpetrator

Students who have bullied will be helped by:

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

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Community involvement in College
- Removal of privileges/activities
- Detention
- Exclusion from certain areas of College premises
- Seclusion on or off site
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion

Within the curriculum and by working with the Police Community Liaison Officer the College will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

### **Monitoring, evaluation and review**

The College will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the College.

### **Seclusions**

These will occur at the offsite seclusion unit, at the College SSB or with Pastoral Staff. Seclusion will be for a first offence, minor issues and for certain students where exclusions are not appropriate. It will offer an opportunity to modify behaviour, have time out or to catch up on work. It may be offered to overcome difficulties and offer a chance to show the student can behave. It will form part of the reintegration strategy.

### **Exclusions**

Exclusions are used in exceptional cases only and when the nature of the behaviour is such that the College wishes to signal a strong degree of disapproval. Such behaviour includes physical violence to staff or students, verbal abuse to staff, persistent bullying of other students, consistently poor behaviour over a sustained period and persistent disruption of the learning of others.

Students against whom such action is taken are not normally re-admitted unless an undertaking is given concerning future conduct. Parents/carers are required to be present at the re-admission. In some cases an interview may take place with a Governor present.