

The Constance Bridgeman Centre

Knowledge, Understanding, Opportunity Anti-Bullying Policy

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Statement of Intent

The Constance Bridgeman Centre (CBC) is committed to ensuring that all pupils are able to learn in a supportive, caring and safe environment without the fear of being bullied. Bullying is an anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated at CBC. If bullying does occur, all pupils should know who to tell and know that incidents will be dealt with promptly and effectively.

What Is Bullying?

Bullying is deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another. Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g., hiding books, threatening gestures, spreading rumours.)
Physical	pushing, kicking, hitting, punching or any use of violence
Racist	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focusing on the issue of sexuality
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, i.e., camera and video facilities

Aims of the Policy:

- To assist in creating an ethos in which attending CBC is a positive experience for all members of the school community.
- To make it clear that all forms of bullying are unacceptable.
- To enable everyone to feel safe while at school and encourage pupils to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect targets of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- To liaise with Parents/Carers and other appropriate members of the school community.
- To ensure all members of the school community feel responsible for combating bullying.

Signs and Symptoms:

A pupil may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and they should investigate if a pupil:

- Is frightened of walking to or from school.
- Does not want to travel on the 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.
- Has unexplained cuts or bruises.
- Feels ill a lot.
- Has possessions which are damaged or go missing.
- Becomes unusually aggressive disruptive or unreasonable...

Procedures:

- Report bullying incidents to staff
- In cases of serious bullying, the incidents will be recorded by staff.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes:

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, suspension or even exclusion will be considered.
- If possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention:

Methods for prevention may include:

- Writing a set of school rules.
- Signing a behaviour contract before entry to the school.
- Writing stories or poems or drawing pictures about bullying.
- Reading stories about bullying or having them read to a class or morning meeting.
- Using drama and making up role-plays .
- Having discussions about bullying and why it matters in PSHE lessons and form time.

This policy is based on the KIDSCAPE model policy.