



Anti-Bullying Policy

Linked Policies/Protocols

- Behaviour Policy
- Management of Drugs and Substance Abuse Protocol
- PSHE Policy
- Rights Respecting Schools

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Governing Body Committee: N/A	CLT contact: Stephanie Gardener
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The points covered in this policy reflect the UNCRC and our commitment to it – we understand the Articles affecting children’s’ rights in respect of bullying are:

- **Article 2** – We approach every incident without discrimination
- **Article 3** – Everything we do is in the best interests of every child
- **Article 4** – We respect and protect the rights of every child
- **Article 5** – We respect the rights and responsibilities of parents to guide and advise their child and work together with them to ensure they apply their rights properly
- **Article 6** – We ensure that every child survive and develop to grow up to be healthy and happy wherever possible
- **Article 8** – We preserve the identity of every child
- **Article 12** – We respect the views of every child and take them seriously
- **Article 13** – We ensure that every child has the right to say what they think and express how they feel
- **Article 14** – We ensure that every child has the right to think and believe what they want and to practise their religion without discrimination
- **Article 15** – We ensure that every child has the right to meet with other young people and join groups and organisations as long as it does not impact on anyone else enjoying their rights
- **Article 16** – We respect the privacy of every child
- **Article 19** – We do everything we can to ensure that every child is protected from all forms of violence, abuse, and mistreatment
- **Article 18** – We respect and encourage parents to share responsibility for bringing up their child, always considering what is best for them
- **Article 23** – We respect that every child with a disability has the right to live a full and decent life in conditions that promote their dignity
- **Article 27** – Wherever possible we meet the physical, mental and emotional needs of our students
- **Article 30** – We respect that every child of a minority has the right to use the language, customs and religion of their family
- **Article 31** – We respect and ensure that every child has the right to relax, play and join in a wide range of cultural and artistic activities
- **Article 36** – We ensure that wherever possible we protect children from all forms of exploitation that may harm them
- **Article 39** – We attempt to provide support for any child who has suffered from neglect, abuse or exploitation

STATEMENT OF INTENT

Torpoint Community College considers that bullying of any kind is unacceptable. Neither do we accept that it is a phase which children and young people go through, that it is part of growing up or that it teaches children and young people to stand up for themselves.

Torpoint Community College acknowledges, however, that bullying does happen from time to time, and we deal with incidents as promptly and effectively as possible.

Torpoint Community College wants to uphold a caring ethos within the school environment where everyone can work, play and express themselves free from the fear of being bullied. We aim to create a calm, secure and caring atmosphere for all our students. We foster an ethos in which every individual matters equally and is encouraged to aim high and achieve their best through a creative personalised curriculum with the meeting of the individual needs and the development of emotional intelligence at its heart.

Through the implementation of our policy, we seek to ensure that:

- There is a shared understanding of what constitutes bullying, how we prevent bullying and how we respond to reports of bullying
- Pupils know how to report actual and perceived bullying incidents and have the confidence to do so
- Our curriculum equips pupils with strategies to be able to talk about anything that worries them in any area of their lives
- Reported bullying incidents are monitored so that the effectiveness of TCC's anti-bullying work can be evaluated and adapted where necessary.

WHAT IS BULLYING?

Bullying is 'Behaviour by an individual or group, usually repeated over a period of time, that intentionally hurts another individual or group either physically or emotionally' (DfE).

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting, threatening others
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focusing on the issue of sexuality
Verbal (direct or indirect)	Name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of the internet, including but not limited to; email, social media, text messaging and phone calls

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN (Special Educational Needs) or disability

- Appearance or health condition
- Home circumstances, including Young Carers and poverty
- Sexual orientation, sexism, or sexual bullying
- Homophobia

TCC recognises that:

- Bullying causes real distress and affects a person's health and development
- In some instances, bullying can cause significant harm
- All children and young people, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- Bullying might be motivated by actual differences between children and young people, or perceived differences
- Bullying may encompass unfavourable or negative comments, gestures, or actions directed at someone in relation to a vulnerability
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying
- Bullying may take place in any location at Torpoint Community College, including in classrooms, corridors, toilets, dining hall and the playground
- Bullying can also occur on the way to and from school, during educational visits, when pupils use transportation, and through cyber-bullying online

WHAT WE WILL DO TO PREVENT BULLYING

Preventing bullying behaviours can be possible through a range of proactive measures. We look for every opportunity to prevent bullying type behaviours from happening. Some of the actions the college takes to prevent bullying are outlined below:

- The issue of bullying is included in the curriculum (wellbeing)
- Bullying is addressed through tutor time activities
- Students are reminded in assemblies at least once a half term about being kind to one another and the impact of bullying and how to report incidents
- Anti-bullying week is dedicated to raising awareness of bullying and reminding staff and students of their responsibilities to report it
- Students are not permitted to use their mobile phones around the school. This is partly to prevent cyber-bullying
- Duty staff are vigilant to watch and listen out for any bullying type behaviours
- Staff receive CPOMS training to report bullying/alleged bullying as quickly as possible

We expect that PARENTS/CARERS will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at College:

- Support us in helping us meet our aims.
- Feel confident that everything is being done to make sure their child is happy and safe at College.
- Be informed about, and fully involved in, any aspect of their child's behaviour.
- Be informed about who can be contacted if they have any concerns about bullying.

- Help us to combat cyber-bullying by taking responsibility for the monitoring of social media use within the home and putting in place the necessary safeguards to prevent cyber-bullying.
- Whilst we will do our utmost to support all of our stakeholders to beat cyber-bullying in the College, we cannot accept responsibility for policing incidents of bullying that occur due to the misuse of social media outside the College. We will endeavour to support families with advice and guidance on how to safeguard themselves when using social media.

SIGNS AND SYMPTOMS FOR PARENTS/CARERS AND STAFF

A student may indicate, by signs or behaviour, that they are being bullied. Adults should be aware of these signs of potential bullying, and that they should investigate if a child:

- Is frightened walking to or from the college
- Begs to be driven to the college
- Changes their usual routine
- Is unwilling to go to college
- 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
- Feels ill in the morning
- Begins to make less effort with college work than previously
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money
- Has unexplained cuts or bruises
- Comes home hungry (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received
- Lack of eye contact
- Becoming short tempered

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

REPORTING BULLYING

If a STUDENT feels that they are being bullied, they are encouraged to follow one of several procedures. These are:

- Tell their tutor/head of year
- Tell a trusted member of staff
- Write a statement at the HUB
- Tell a parent or an adult at home whom you feel you can trust
- Email worries@torpoint.cornwall.sch.uk

PARENTS/CARERS can report bullying of their child or someone else's in the following ways:

- Contacting their child's tutor or head of year
- Email worries@torpoint.cornwall.sch.uk
- Phone into the College to report the issue and ask to speak to head of year

If a member of STAFF has concerns, either their own, or as reported to them, they should do the following:

- Report the concern/incident on CPOMS
- Talk to the HOY or DSL if further advice is needed

OUTCOMES

Each incident of bullying/alleged bullying that is reported to the College will be investigated fully and, if it is found that bullying has taken place, the sanctions, support and education and training will be put in place for victims and perpetrators, following the College Behaviour Policy. All related administration will be completed in a timely fashion, with copies being retained in student files.

The College expects to support all involved by:

- Talking through the incident with the bully and the person being bullied;
- Helping the bully and the victim to express their feelings;
- Talking about which rule(s) that has/have been broken;
- Discussing strategies for making amends – mediation with a member of the Pastoral/Behaviour Support Team;
- Providing post incident support for students involved;
- Providing ICT support to secure social media.

Nevertheless, sanctions may include:

- A strict code of conduct contract held between both parties with sanctions in place for breach thereof;
- Time away from an activity within the classroom;
- Time out from the classroom;
- Missing break or another activity;
- Formal letter home from the HOY expressing concerns, where the pattern of behaviour continues;

- Pastoral monitoring using modified Tier 2 targets specific to bullying incidents (to include entry onto Stages to exclusion progression ladder)
- Meeting with staff, parent/carer and child;
- Pastoral Support Plan linked to Bullying Intervention Action Plan;
- Detention after College;
- Placed onto a Stage to Exclusion/or Stage to Exclusion moved up
- Internal exclusion;
- Fixed-term exclusion;
- Permanent exclusion.

Any actions taken will be done so in accordance with the College Code of Conduct and College Behaviour \Policy and associated sanctions tariff.

Parents and Carers (of both the bully and the person bullied) are informed of what has happened and how it has been dealt with. Failing face-to face discussion, parents/carers will be informed of any incidents by letter.

Child Protection procedures should always be followed when the bullying incident is alleged to have been caused by an adult who works with the child or where the bullying is described as sexual – unwanted physical contact or sexually abusive comments.

Torpoint Community College will always seek restorative outcomes for any cases of bullying including:

- 1:1 and small group mediation
- Working with parents and students
- Referral to Police Youth Liaison Officer
- Raising awareness and promoting positive relationships through PSHE and Rights Respecting Schools programme
- Sanctions taken against perpetrators of bullying in any form in line with College Behaviour Policy
- Individual or small group mentoring.