

## ANTI-BULLYING POLICY

The entitlement of all in SWRAC is to be equally valued and respected. It is the responsibility of all to show understanding and respect for others. Bullying in any form has no place in SWRAC and will not be tolerated.

### General introduction

**It is very important to be clear about what is, and is not, bullying. There are many definitions and perceptions of bullying, but all recognise that bullying is sustained and takes place where there is an imbalance of power.**

### Two useful and comprehensive definitions are:

A bully is an individual who tends to torment others either through verbal harassment or physical assaults, or through more subtle methods of coercion.

Bullying is the repeated intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted (cyber bullying), or emotional abuse, or through attacks on the property of another. It may include, but not be limited to, actions such as verbal taunts, name-calling and put-downs, including ethnically-based or gender-based verbal put-downs, and extortion of money or possessions.

**Cyber bullying** is bullying through the use of communication technology like mobile phone text messages, e-mails or websites. This can take many forms, for example:

- Sending threatening or abusive text messages or e-mails, personally or anonymously
- Making insulting comments about someone on a website, social networking site (eg: Facebook) or online (blog or YouTube)
- Making or sharing derogatory or embarrassing videos of someone via mobile phone or email (such as „Happy Slapping“ videos)

**“Sexting”** is the sending and receiving of sexually inappropriate images or messages, using a mobile phone or the internet. It is illegal for children under the age of 16 to do this and will be referred to both the police and social care. An investigation will be undertaken and appropriate action taken.

It is illegal for a student to retain a sexually inappropriate image of another student and show it to other students. Again, this will result in a referral to the police and social care. It is likely that any student doing this will be excluded for a fixed period.

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## The aims and objectives of SWRAC in relation to bullying are to:

- Ensure all students, teachers and parents know that bullying will not be tolerated.
- Ensure clarity and agreement about what is and is not bullying.
- Ensure whole school awareness of the rights and responsibilities of all students with regard to bullying.
- Involve all members of SWRAC, staff and students in helping to prevent bullying and to confront it when it occurs.
- Encourage students to report instances of bullying.
- Ensure that all students, parents and staff know what preventative steps SWRAC takes and how these are implemented.
- Ensure all students, staff and parents know the procedure to follow when bullying occurs.

## In dealing with bullying we aim to:

- Eliminate the bullying itself.
- Support the victim by resolving the problem and by building up his/her self esteem and where appropriate developing strategies to avoid bullying.
- Bring the perpetrator to realise the unacceptability of his/her behaviour and the consequences should it continue.
- Investigate the cause of the bullying behaviour and where appropriate work with him/her to modify his/her behaviour.
- Reconcile the perpetrator and the victim.

## SWRAC's response to bullying is achieved in various ways:

**Ready to Learn and Daily Reflection** sessions will be used to highlight the issue from time to time. These focus on:

- Clarifying and defining what is and is not bullying, raising awareness of the difference between disputes, endings of friendships and bullying behaviour.
  - Cyber bullying as part of safety.
  - Encouraging zero tolerance of bullying behaviour, encouraging a sense of social responsibility and the courage to speak out when necessary, and ensuring students know what they can do if they or someone else is being bullied.
- Discussing further what is and is not bullying, and what students feel could or should be done. Work and ideas emanating from these lessons will be fed into the system to inform and add to the strategies already being used. Tutors will be trained in **restorative justice** techniques to ensure that issues of bullying can be properly aired and addressed within the lessons. We will also focus on the positive nature of well-being, self-esteem and confidence.

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- There will be a school “**bully box**” where bullying and bullies can be reported. This is strategically placed with confidentiality in mind and is monitored by staff. Students can discuss the issues raised without knowing the identities of the students concerned and suggest strategies.

“**Anti Bullying Week**” will be held once a year and will form the focus of discussion on the issue in lessons and other sessions.

Key pastoral staff will always mediate between the bully and the victim, where appropriate. The victim will be encouraged to tell the bully how the bully’s actions made them feel. The bully will be given an opportunity to apologies.

### **Record keeping**

Incidents of bullying are recorded on the SWRAC Access database and/or the student file by the member of staff investigating the incidents. Serious concerns about bullying will result in the parents of the student being invited into school to meet with the Centre Manager, Head of Learning or Principal.

Students who feel they are being bullied will be asked to keep a detailed record of incidents.

### **Sanctions**

The varying nature and varying degrees of bullying require a range of responses and a range of sanctions.

Anyone who bullies someone will be seen and spoken to about this by the centre manager or head of learning.

In appropriate cases, (and particularly, though not exclusively, where the perpetrators do not attend SWRAC and the bullying occurs elsewhere), the police liaison officer is involved, to advise the victim on what steps can be taken. Where the perpetrator is part of SWRAC he/she would stress the seriousness of the matter and the possible consequences if it were to continue.

In the cases of a first and minor incident an informal warning from the Centre Manager may be sufficient. This would be recorded as a detention for bullying on the Access database. Where a student is found to persist in acts of bullying, despite warning, it may be necessary for the student to be removed from lessons for a fixed period or, in certain extreme circumstances, it may be necessary to recommend a fixed term exclusion to the Principal.

A fixed period exclusion might also be given even if there have not been previously recorded warnings if the seriousness of the bullying warrants it.

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## Related Policies & Documents

This policy links to the following policies and procedures:

- Child Protection & Safeguarding Policy
- Harassment Policy