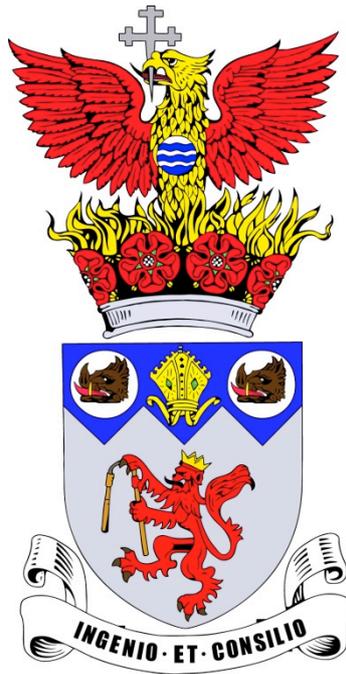


Irlam & Cadishead College



2016 - 2017

Anti-Bullying Policy

Introduction

Irlam & Cadishead College is fully committed to promoting equity of provision and opportunity for 'all' where students prosper in an atmosphere of mutual respect. Above all it is a priority that our students should feel safe, secure and enjoy their learning experience in a happy environment.

Quite simply, we believe that our College should be an inclusive learning environment where everyone is treated with respect and where 'all' are valued. Everyone at our College has a responsibility for safeguarding and promoting the wellbeing of all students. All staff have a duty of care to ensure that students are protected from alarm, distress or any form of intimidation/discrimination.

Shared Principles

Irlam & Cadishead College will:-

- ✚ Ensure that there is a consistent approach and willingness to act on any reported bullying incident
- ✚ Promote, as part of our ethos, positive relationships based on mutual respect
- ✚ Involve key stakeholders in policy, implementation, review and monitoring of our Anti-Bullying Policy
- ✚ Make clear standard expectations, openness and signposting of support for all students
- ✚ Regularly provide training for both staff and students to support the implementation of the Anti-Bullying Policy across the College
- ✚ Insist on 'whole' College inclusivity and tolerance and equitable treatment for all, regardless of age, culture, disability, gender, religion, sexuality or cultural differences.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

There are many forms of bullying that can be experienced by children and adults alike, some are obvious to spot while others can be more subtle.

Physical bullying - Physical bullying includes hitting, kicking, tripping, pinching and pushing or damaging property. Physical bullying may cause both short term and long term damage.

Verbal bullying - Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse and again, may cause both short term and long term damage.

Social bullying - Social bullying, sometimes referred to as covert bullying, is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Social bullying includes:

- lying and spreading rumours
- negative facial or physical gestures, menacing or contemptuous looks
- playing nasty jokes to embarrass and humiliate
- mimicking unkindly
- encouraging others to socially exclude someone
- damaging a fellow student's social reputation or social acceptance

Cyber bullying - Cyber bullying can be overt or covert bullying behaviours using digital technologies, including hardware such as computers and smartphones, and software such as social media, instant messaging, texts, websites and other online platforms. Cyber bullying can happen at any time. It can be in public or in private and sometimes only known to the target and the person bullying. Cyber bullying can include:

- Abusive or hurtful texts emails or posts, images or videos
- Deliberately excluding others online
- Nasty gossip or rumours
- Imitating others online or using their log-in

Students at Irlam & Cadishead College are encouraged to report, 'tell someone', any concern that they have for themselves, or others, regarding bullying

All staff at Irlam & Cadishead College have a responsibility and duty of care to students and are required to report appropriately any bullying or safeguarding concerns. Irlam & Cadishead have a Safeguarding Team, which is promoted and displayed around the College. Key members of our Safeguarding Team are our Designated Safeguarding Officer, Deputy Safeguarding Officer and Children's Trust Practitioner and Safeguarding Governor. (See Safeguarding Policy).

Student views have been canvassed and have agreed that our Anti-Bullying Policy is firmly based on equality of opportunity, mutual respect and valuing 'all'. To ensure that our actions match our rhetoric and we comply with this, Irlam & Cadishead College is committed to ensuring that:-

- Governors, teachers, non-teaching staff, students and parent/carers have a clear understanding of what bullying is by providing INSET Training and Safeguarding Training in line with the Salford Safeguarding Childrens Board (SSCB)
- Governors, teachers, non-teaching staff, students, parent/carers are aware of the procedures to follow if an incident of bullying is suspected
- Irlam & Cadishead have provided for both the College and feeder primary schools training and guidance on the use of CPOMS, a system used to track and monitor any Safeguarding or bullying concerns
- Students, parent/carers and key stakeholders understand that bullying in any form will NOT be tolerated at ICC
- A climate of transparency and clearly articulated and display 'Behaviours for Learning' is encouraged throughout the College and is promoted at all times
- Opportunities are provided for students to communicate concerns about bullying
- All students know how important it is to report any bullying they have witnessed and know who they can speak to about any aspect of bullying
- Parent/carers feel able to contact the College and will be listened to and met with, if they have any concerns about the well-being of their child
- ICC regularly and frequently promotes Anti-bullying within the wider community by:
 - Responding, appropriately, to any concerns of reported/alleged bullying on the journey to and from school (including public transport).
 - Working within the guidelines of Salford Safeguarding Children's Board (SSCB) procedures.
 - Providing advice and guidance for parents/ carers when there are concerns

All staff at Irlam & Cadishead College have been advised to look out for any indicators that may constitute signs and symptoms of bullying. It is a requirement to 'maintain awareness'.

The following signs/behaviours may other issues, but bullying should be considered a possibility and will always be investigated:-

- is frightened about walking to or from school
- doesn't want to go on the school/public bus
- request to be accompanied or over reliant on being supervised/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
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to respond to 'what's wrong?'
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is anxious when a cyber message is received

Actions Taken to Reinforce our Anti-Bullying Policy

- Irlam & Cadishead College (ICC) has a celebrated and nationally recognised Anti-Bullying Group. ICC has successfully retained the prestigious Princess Diana Award for exemplary College/student mentoring, this for the last 7 consecutive years!
- Safeguarding and Anti-bullying initiatives have a high profile in key stakeholder meetings e.g. Governance, Parent Reference Group and is regularly featured in Senior/Middle Leadership and Curriculum Team Meetings
- ICC leads on safeguarding training for feeder Primary Schools as part of primary/secondary transition and proactively engages with Y5/Y6 teachers, students and their parents as part of our Transition Programme
- Regularly and frequently delivers Anti-bullying College assemblies to all year groups
- ICC students have collaborated with Salford NHS/Clinical Commissioning Group to design a promotional campaign for Greater Manchester Schools
- ICC Anti-bullying initiatives and activities are regularly included in local media, College Newsletter and the Irlam & Cadishead Times

- Safeguarding and Anti-bullying is a key feature of the ICC Tutorial Programme and bespoke, age appropriate activities and resources, this includes external agencies provides engaging opportunities
- Investment in CPOMS, a nationally recognised and approved electronic safeguarding system to secure early identification of vulnerable pupils
- A culture that supports a baseline that the 'victim is not to blame' and where Restorative Justice is offered appropriately to ensure that students are kind to one another

Procedures

- Bullying concerns/incidents are reported to ICC Safeguarding Team via CPOMS
- A key member of the Safeguarding Team will investigate the reported incident/concern and action/signpost appropriate support
- Communication with parent/carers, external agencies will be made, as appropriate

Changing Bullying Behaviour and Promoting Communication Strategies

All key stakeholders are advised by the Principal that our students have an entitlement to be happy, safe and learning at Irlam & Cadishead College.

Students are encouraged to report bullying :-

-  **Tell a member of their family**
-  **Tell a member of staff**
-  **Tell a friend who will pass the information to a member of staff**

If it is established that a student has caused alarm, distress or intimidates another i.e. 'A persistent, deliberate attempt to hurt or humiliate someone', any of the following strategies and/or support may be applied (not an exhaustive list):-

- **Use of social time to 'repair', reassure or apologise**
- **'Under the Wing of the Principal' - support from key member of staff i.e. Form Teacher, Progress & Development Leader, Senior Leadership, Safeguarding Team, Children's Trust Practitioner, ICC Counsellor**
- **Mentoring/Reflection Time – Support for Learning Officer**
- **Involvement/support from Student Senior Leadership Team, and/or Anti-bullying Peer Mentors**
- **Governor Behaviour Panels**
- **Written/verbal apology – this to all parties**
- **Mediation/restorative approaches – (this may include parent/carers, external agencies)**
- **Referral for counselling**
- **Programme of monitoring and support and personalised 'tracking'**

_____ (Chair of Governors, Sue Lightup)

_____ (Principal, Maria Nightingale)