



Launceston College

A Multi Academy Trust

ANTI-BULLYING POLICY

Updated on: 21st June 2017

Review by: DAE

Launceston College MAT Anti-Bullying Policy

Definition of bullying “Bullying means people doing nasty or unkind things to you on purpose, more than once, which it is difficult to stop.”

1. Bullying related to race, religion or culture
2. Bullying related to special educational needs or disability
3. Bullying related to appearance or health conditions
4. Bullying related to sexual orientation – homophobic abuse
5. Bullying of young carers, children in care or due to home circumstances
6. Sexist or sexual bullying

Bullying and bullying behaviours can take the form of -

Physical

Assault, pushing, shouldering, elbowing, tripping, slapping, kicking, hair pulling, unacceptable touching (including that of a sexual nature), throwing items, blocking i.e.: preventing movement through an access point, pinching, stabbing, burning, spitting or any other form of physical activity that makes a person feel threatened or intimidated.

Social

Verbal – Any words (e.g. Racial, sexual, homophobic, disability etc...) used in a sexual or aggressive manner designed to hurt or cause offence. In addition, any comments made about the size, appearance, clothing, odour, academic ability or other abilities, home life, social circumstances, financial circumstances, spreading rumours or any other comments designed to be hurtful or words used to intimidate.

Written – Any insults contained in note passing, threatening letters, graffiti, defacing any property belonging to another; or any message passed electronically by text or via computer.

Interference with another person – Theft, extortion, vandalism, defacing property, ruling games, blackmail or any other activity designed to intimidate or hurt.

Incitement of others – Encouraging or forcing others to become in bullying or bullying behaviours e.g. blackmailing, excluding or use of threatening behaviours.

Sexist – Comments or observations that are derogatory to the opposite sex.

Emotional

Psychological pressure (silent bullying) – Social exclusion, rude gestures. lying, re-organising or pressurising friendship groups or any other activity designed to intimidate or hurt an individual.

Subtle bullying – Looking at a person in a particular way, swearing at or about a person.

Cyber-bullying – Emailing or texting about a person or to a person, happy slapping, blogging or through the use of social networking sites. This also includes spreading rumours or defacing or corrupting work

Racist bullying – Name calling, incitement, making comments about a person's country, culture, religion or appearance, commenting on parents, spreading rumours.

Faith based bullying – Making a person feel unwelcome and making comments with regard to their faith or beliefs.

Homophobic bullying – Name calling, incitement, making comments because of, or an assumption about a person's sexual orientation, commenting on slandering parents or other relations/friends, spreading rumours. Threat of 'outing' or emotional blackmail.

Disablist bullying – Bullying a person because of their disability, or perceived disability.

How we deal with bullying

If you are being bullied or have witnessed the bullying of others you can report this to any of the following people

- Your Tutor
- Your Head of House
- Your class Teacher
- A Teaching Assistant
- A Peer Mentor
- A Meal Time Assistant
- Any member of staff that you trust

This member of staff will record this on an anti-bullying log and a member of the pastoral staff will investigate. If bullying is suspected we talk to the victim(s), the suspected bully and any witnesses. If any degree of bullying is identified we always take action

We support victims in the following way:

- By offering them an immediate opportunity to talk about the experience, make written statements and their issues investigated.
- Informing the victim's parents/carers.
- By offering continuing support when they feel they need it.
- The opportunity to review how the incident was dealt with and how they feel they have moved on

We discipline yet support the instigator in the following ways -

By talking about what happened, to discover why they became involved.

- By informing the bully's parents/carers.
- By continuing to work with the bullies in order to eliminate the source of their actions e.g. prejudiced attitudes etc...This may involve on-going counselling.

Anti-bullying disciplinary steps

- For 1 bullying sanction the aggressor will do a day in IER and a letter will be sent home saying an act of bullying has taken place to the parents.
- For 2 bullying sanctions in a school year the aggressor's parents will come in and meet the HOH and the student will spend a day in IER.