



IMMANUEL COLLEGE

Anti-Bullying Policy



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| Purpose of this statement | To detail the Anti-bullying policy |
| Dated | 15 October 2019 |
| Contact | The Headteacher |

➤ THE CHRISTIAN ETHOS OF IMMANUEL COLLEGE

Immanuel College as a Christian College fully recognises that ‘Loving your neighbour as yourself’ or similar recognition of the rights of every individual is fundamental to all good relationships. Students should act with respect towards each other. Bullying is therefore unacceptable.

Every student in school has the right to enjoy learning, free from intimidation, both in school and the surrounding community. Every member of staff should also enjoy such rights. Our school community, based on our Christian values, will not tolerate bullying behaviour of any kind including unkind actions or remarks, verbal taunting and exclusion from groups.

➤ Aims of Policy

Everybody has the right to be treated with respect, especially in a Christian College. Pupils and adults who are bullying need to learn different ways of behaving.

Immanuel College believes it has a responsibility to respond promptly and effectively to issues of bullying.

➤ Policy Statement

Immanuel College is a respectful community where no pupil need fear intimidation; we will promote a fully inclusive ethos, an open listening atmosphere and encourage pupils to support one another by reporting all instances of bullying.

This policy focuses on Students as targets of bullying but it is recognised that Staff and others may also be subject to bullying and should this occur reference should be made to the Whistleblowing Policy, Staff Grievance Policy or Staff Discipline procedures in the first instance for action to be followed.

➤ 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.

Bullying can be in many forms for example:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence, including repeated incidents
- Verbal name-calling, sarcasm, spreading rumours, threats or implied threats, teasing or taunts, communicated by any method e.g. by word, gesture, graffiti, text, cyber-bullying etc

➤ Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect, especially in a Christian College. Pupils and adults who are bullying need to learn different ways of behaving.

Immanuel College believes it has a responsibility to respond promptly and effectively to issues of bullying.

➤ Signs and Symptoms

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

- is frightened of coming to College
- doesn't want to go on the bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to College (school phobic)
- begins truanting
- 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 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
- has self-harmed/ is self-harming
- Has unexplained physical marks or bruising
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. Staff should encourage Parents to come into College if they are concerned.

➤ **Dealing with a bullying incident**

- Anyone can and should report any bullying incident - whether a passer-by, a victim or a bully.
- Pupils are informed that anyone wishing to report an incident can approach any member of staff with whom they feel comfortable. If the matter is urgent - a pupil should approach the first adult they encounter.
- All staff will be ready and willing to deal with any incident that is brought to their attention. If appropriate, a member of staff will handle the situation individually. If circumstances dictate, a member of SLT will be consulted. They will decide who is best equipped to handle the problem.
- When consulted about a bullying incident the member of staff handling the matter will interview separately the victim, the bully, and any witnesses in order to establish an accurate account of events. Written reports by those involved may be made.
- Sanctions for bullying will remain at the discretion of staff members. There will be a uniform but flexible approach to the decisions which will usually involve up to three members of staff e.g. form tutor, or teacher approached, at least one member of the Pastoral Staff.
- All factors will be considered including the nature of the incident and any previous involvement in similar offensive acts.
- It is to be emphasised that whilst sanctions will be seriously imposed, at times counselling for the bully may be the more appropriate response.

➤ **Outcomes**

1. A suitable colleague will discuss with the bully (bullies) appropriate behaviour as a student respecting others in a Christian College
2. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
3. In serious cases, suspension or even exclusion will be considered
4. If possible, the pupils will be reconciled
5. Support for all parties.
6. The Parents/carers of those involved should be informed.
7. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

➤ **Anti- Bullying Measures**

The following describe our approach to combating bullying:

- To create a respectful community where no pupil need fear intimidation, by promoting a fully inclusive ethos, an open listening atmosphere and encouraging pupils to support one another by reporting all instances of bullying.
- To be aware of the quantity and particular nature of bullying that takes place in our school through such vehicles as anonymous questionnaires so we are able to deal more effectively with the problems
- To be aware of areas of the school that pose a threat to pupils and to take appropriate action to reduce those threats

- To effect all changes to the school community which may be necessary to negate bullying
- The Citizenship / PSHCE programmes address certain aspects of anti bullying issues.
- Furthermore, the teaching and learning styles increasingly employed within Immanuel College such as group work, role-play, and interactive learning, enables pupils to develop their self-awareness, responsibility towards others and respect for others. The development of these skills is crucial to the anti-bullying ethos of the school and the creation of a stronger atmosphere of respect between students.

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| Named Governor: | Sarah Cowley |
| Monitoring of the Policy: | The Headteacher |
| Reporting to: | The Governors |
| Next Review Date: | October 2020 |