

Anti-Bullying Policy

Policy Title:	Anti-Bullying Policy
Academic Year:	2017 - 2018
Policy Reference:	CS1
Description:	Framework for the governors' to ensure that all learners and staff have the right to feel supported and be listened to
Status:	Approved by SWC to be ratified by Management Committee
Category:	Statutory
Review frequency:	Every 2 years
Contact:	Headteacher Safeguarding Governor
Version:	V.4 This policy has been adapted from the West Berkshire model
Who was consulted:	WBC Health and Safety Team
Other relevant policies:	See item 8
Acronyms:	<p>MC - Management Committee</p> <p>TLC - Teaching & Learning Committee</p> <p>SWC - Safeguarding & Wellbeing Committee</p> <p>FC – Finance Committee</p> <p>H&SPC - Health & Safety and Premises Committee</p> <p>PERS - Personnel Committee</p> <p>LA - Local Authority</p> <p>WBC - West Berkshire Council</p> <p>HT - Headteacher</p> <p>SLT - Senior Leadership Team</p> <p>CP/CIN - Child Protection/Child in Need</p>
Date for Review:	September 2019

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1. Key Contacts
2. Purpose
3. Definitions of Bullying
4. Prevention and Intervention
5. Keeping Children Safe in Education List of Appendices
6. Monitoring of policy
7. Further information
8. Associated policies
9. Change Record

1: Key contact list for Anti Bullying Policy

Headteacher	Jacque Davies	01635 528048	jdavies@icollege.org.uk
Inspiration KS 1 & 2	Charlotte Duly	01635 877114	cduly@icollege.org.uk
Integration KS 3 & 4	Pietro Framalicco	01189416636	pframalicco@icollege.org.uk
Intervention Year 9 & 10	Helen Blunn	01635 49397	hblunn@icollege.org.uk
LA Bullying Lead	Linda Curtis		Linda.curtis@westberks.gov.uk
Safeguarding Governor	Susanne Fisher		sfisher@icollege.org.uk

We recognise that bullying exists in society and in school and will make every effort to prevent its occurrence within icollege.

2: Purpose	<p>Adults and learners working in icollege have the right to feel safe from the following forms of bullying:-</p> <ul style="list-style-type: none"> • Physical abuse • Verbal abuse • Indirect bullying • Cyberbullying <p>All staff and learners have the right to feel supported and be listened to.</p> <p>Staff and learners will share responsibility for preventing bullying, and tackling it when it occurs.</p>
3: Definitions of Bullying	<p>‘Unwanted, aggressive behaviour among school-aged children that involves a real or perceived power imbalance. The behaviour is repeated or has the power to be repeated, over time. Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally, and excluding someone from a group on purpose.’</p> <p>Definitions of bullying vary, but there are three elements that are always present:-</p> <ul style="list-style-type: none"> • the deliberate use of aggression (verbal or physical)

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	<ul style="list-style-type: none"> • an unequal power relationship between bully and victim • the causing of physical pain or emotional distress. <p>When teasing involves intimidation and results in distress it falls into the definition of bullying.</p> <p>Beware the joke isn't always funny.</p>
4: Prevention & Intervention	<p>All adults should:-</p> <ul style="list-style-type: none"> • set an example of good relationships • be assertive and have good aggression control • make it clear that aggression is unacceptable and intervene early • identify the name the effects of aggression on the aggressor and victim • demonstrate caring, empathetic and respectful methods of behaviour • be fair • use restorative approaches <p>Teachers should:</p> <ul style="list-style-type: none"> • teach responsibility for self and others • teach respect for self and others • teach caring and gentleness • teach assertiveness • develop self esteem • provide firm clear and consistent guidelines for standards of behaviour • provide clear routines • practice those standards and routines • channel all aggression by distraction and early intervention • supervise situations where aggression is likely • never allow unacceptable aggression to produce beneficial results for children
5: Keeping Children Safe in Education (KCSIE)	<p>All staff with the icollege understand the need to safeguard and promote the welfare of children; this includes protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.</p>
6: Monitoring of policy	<p>Ensure that data is being kept on children who are subject to a CP/CIN plans Monitoring of individual student file for child subject to a CP/CIN plans recorded via WebRisk</p>
7: Further information	<p>www.childline.org.uk/info-advice/bullying-abuse</p> <p>www.anti-bullyingalliance.org.uk</p> <p>www.bullying.co.uk</p> <p>http://anti-bullying.tfemagazine.co.uk/issue-21-september-2017/in-this-issue/west-berkshire-news</p>

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8: Associated policies	Child Protection & Safeguarding Policy KCSIE DfE guidance
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9: Change Record				
Version Number	Date Approved	MC Minute Reference	Description of Amendments	Review Date
4	SWC 10.10.17		Transferred to icollege format and contact details updated	Sept 2017

Keeping Children Safe in Education (March 2015)

All staff with the icollege understand the need to safeguard and promote the welfare of children; this includes protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.

Approved by:	Safeguarding and WellBeing Committee
Signed:	eapproved
Print name:	Andy How
Position:	Chair Safeguarding and WellBeing Committee
Date:	10.10.17
Review date:	September 19