



Irlam & Cadishead College

Anti-Bullying Policy

'ICC is committed to the well-being of its pupils and promotes a safe and supportive environment. ICC prevents bullying through the promotion of good behaviour and respect for others.'

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 different types 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 causes both short term and long term damage.

Verbal bullying - Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse. While verbal bullying can start off harmless, it can escalate to levels which start affecting the individual.

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 someone'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

ICC Policy Principles and Objectives

Irlam & Cadishead College ensures:

- All governors, teachers, non-teaching staff, students and parents have a clear understanding of what bullying is by providing INSET Training and Safeguarding Training in line with the Salford Safeguarding Childrens Board (SSCB).
- All governors, teachers, non-teaching staff, students and parents are aware of the procedures to follow if an incident of bullying is suspected. All staff are trained in the use of CPOMS, which is a system used to track and monitor any Safeguarding or Bullying concerns.
- Students and parents understand that bullying in any form will NOT be tolerated at ICC.
- A climate of openness 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.
- That parents feel able to contact the school if they have any concerns of any kind.
- ICC promotes anti-bullying within the wider community by:
 - Dealing with bullying on the journey to and from school (including public transport).
 - Working within the guidelines of Salford Safeguarding Children's Board (SSCB) procedures.
 - Provide advice and guidance for parents/ carers when there are concerns

These principles and objectives support ICC's ethos, which is firmly based on: equality of opportunity, mutual respect and co-operation.

Maintaining Awareness

Signs and Symptoms of Bullying – if a student:

- Is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be 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)

ICC Anti-Bullying Policy

- 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 say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and will always be investigated. In supporting bullied children:

Irlam & Cadishead College:

- has an established anti-bullying group – Children's Trust Practitioner (Diana Award)
- involves older pupils in talking to younger pupils about anti-bullying (peer mentoring)
- conducts bullying surveys – Children's Trust Practitioner
- initiates 'Parent Group' discussion around bullying
- discusses anti-bullying with Y5/6 Feeder Primary Schools as part of primary/secondary transition
- regularly delivers anti-bullying school assemblies to all year groups
- displays student's anti-bullying posters
- features anti-bullying items in termly school newsletter and local magazine, Irlam & Cadishead Times

Linking Formal and Informal Curriculum

Irlam & Cadishead College:

- provides opportunities for students to discuss bullying issues through work in the College Tutor Programme
- uses opportunities in all curriculum areas to promote a positive anti-bullying ethos
- has developed systems for early identification of vulnerable pupils via the use of CPOMS.
- links the Children Trust Practitioner to students who have been victims of bullying who provides immediate support
- always acknowledges the distress of the bullied pupil and provides support
- always assures the victim of bullying that they are not to blame

Procedures

1. Bullying concerns/incidents are reported to ICC Safeguarding Team via CPOMS.
2. ICC Safeguarding Team will investigate the level of concern immediately and action/signpost appropriate support. The aim of ICC is to ensure that any bullying behaviours are stopped quickly.
3. In most cases parents are informed.

ICC Anti-Bullying Policy

4. In more serious cases, parents will be informed and will be asked to come in to College to discuss the concern/incident in more detail.
5. ICC will support both: the victim in dealing with what they have encountered during the bullying incident and the bully (bullies) to encourage changes in their behaviour.
6. If necessary and appropriate, ICC Safeguarding Team will involve the Police.

Outcomes and Prevention

Changing Bullying Behaviour and Promoting Communication Strategies

ICC ensures that:

- students who are caught are accountable for their behaviour
- sanctions are given which enable pupils to reflect on their behaviour
- students are made aware of alternative positive choices and solutions.

ICC always:

- encourages a positive climate in and around the school
- identifies sources of problems e.g. queues at lunchtime
- has improved supervision at break times all round the school
- provides alternative activities at lunchtime e.g. clubs

ICC ensures that:

- students, and their parents, know what to expect if they are bullied or are caught bullying by publishing the Anti Bullying Policy on the College website.
- everyone in the school knows what to do if they have concerns around bullying
- new members of staff are introduced to the school's approach to bullying and refers them to its anti-bullying strategy
- there is a Safeguarding Team with clear roles and responsibilities with respect to the anti-bullying strategy
- clear procedures are in place to follow up bullying incidents.

Monitoring and Evaluation

ICC always:

- monitors and evaluates the effectiveness of its anti-bullying strategy by using CPOMS to check, half termly, and analyse the level of bullying incidents.
- ensures that staff, parents and students are involved in reviewing and evaluating the anti-bullying strategy
- monitors any concerns which occur while students are travelling to and from school
- provides feedback to staff, students and parents based on the information gathered in the monitoring and evaluating process.

Last Review Date: March 2017

Signed _____