

## **Queen's College, Taunton**

### **General Purposes Policies**

#### **Anti-bullying**

##### **Scope**

This policy applies to the whole college.

##### **Policy Statement**

Nationally, there is at present much concern being voiced about bullying in schools. It would be foolish to assume that there is no bullying at Queen's, however the College seeks to rehabilitate the bully and the bullied. All staff and pupils have been trained through PSHME, Assemblies and Child Protection Workshops to be on the look-out for pupils who are isolated, withdrawn, or who suffer verbal or physical abuse.

The Junior School operates its own anti-bullying policy relevant to its specific age range.

Tutors should *always* be informed of any incidents. The incidents should always be investigated thoroughly. Tutors should keep written notes of any incidents in order to observe patterns and in order to ensure that appropriate action is taken to reduce the risk of bullying at times and in places where it is most likely to occur.

Anything of a serious nature should be reported to the House Parents who will inform the Headmaster. The Headmaster reserves the right to police cyber-bullying carried out by pupils even at home. In instances of proven bullying, parents will be informed by the Headmaster and further action taken.

Bullying is the systematic use of abuse intentionally directed at other persons who find this painful or distressing.

Bullying can be:

Physical	pushing, kicking, hitting, initiation ceremonies, any form of violence
Verbal	name-calling, sarcasm, spreading rumours, teasing
Emotional	excluding, tormenting by hiding books, threatening gestures, being unfriendly
Racist	taunts, graffiti, gestures.
Sexual	unwanted physical contact, abusive comments.
Cyber/electronic (e-safety)	use of the internet or mobile devices including, but not limited to, social networking websites, mobile phones, text messages photographs, video, email, and games consoles (see Student/Pupil E-Safety Acceptable Use Policy)
Homophobic	humiliating, excluding, tormenting, ridiculing or threatening, refusing to work or co-operate with others because of their sexual orientation or identity.
Disability, including Learning Difficulties and Disabilities	exploitation through lack of awareness, desire to be accepted by peers
Cultural	Verbal teasing on the grounds of national, social and ethnic identity
Religious	Adverse comments concerning people's beliefs and non-beliefs

All staff should have an understanding of bullying and awareness is raised through staff training. They should make clear to pupils that bullying will not be tolerated. The seriousness of bullying could cause psychological damage and even suicide.

##### **Signs of Bullying**

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

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- is frightened of walking to or from school
- is unwilling to go to school
- begins to do poorly in school work
- becomes withdrawn, starts stammering
- regularly has books or clothes destroyed
- has possessions go 'missing'
- has monies continually 'lost'
- becomes distressed, stops eating
- cries easily
- becomes disruptive or aggressive
- starts stealing money (to pay bully)
- is frightened to say what's wrong
- attempts suicide or runs away

These signs and behaviour could indicate other problems, but bullying should be considered a possibility and should be investigated.

Bullies may need to achieve some success to make them feel good about themselves. Being able to help them find something they can do well in often changes their behaviour. Where appropriate there will be support for the bully either in College or through the help of outside agencies.

Some children may become temporary bullies after a traumatic event, such as a divorce, the birth of a new baby, the death of a loved one or because of boredom and frustration. Other children become chronic bullies because they:

- Like the feeling of power.
- Are spoilt and expect everyone to do what they say.
- Feel insecure, inadequate, humiliated.
- Have been abused in some way.
- Are scapegoats or bullied at home.
- Are under pressure to succeed at all costs.
- Don't fit in with the other children.
- Feel no sense of accomplishment.

#### **Opportunities to talk about bullying**

These may occur in:

Health Education Lessons	Years 7, 8 & 9
Issues Days	Year 7 & 8
As a result of assemblies	
Drama	Years 7, 8 & 9
Religious Studies	Years 7 - 11
Tutor Group Meetings	

#### **Help Organisations:**

'Click CEOP' Internet Safety	<a href="http://www.ceop.police.uk">www.ceop.police.uk</a>
Care Line	0181 514 1177

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Childline	0800 1111
Children's Legal Centre	0171 359 6251
Child guidance Centre	0171 263 4671
KIDSCAPE	0171 730 3300
Parentline	01268 757077
OFSTED	0300 1231231
LADO (Somerset Local Authority Designated Officer)	01823 357868

#### **Action that Staff should take (to enable patterns to be identified)**

Pupils must be confident that they can come to staff knowing that their problem will be dealt with promptly and effectively. Staff should:-

1. Listen carefully to the details of the incident(s). These should be written down.
2. Discuss with the victim what the staff member intends to do about it.
3. Liaise with House Parents who should be informed and who may have valuable background information.
4. Arrange to see those involved in the bullying. This should include observers who do not intervene to help the victim.
5. It should be made clear to bullies how seriously the College regards such unacceptable behaviour.
6. The victim(s) may need help to change their behaviour to avoid repetition.
7. Arrange to meet all parties again in the near future to discuss developments.
8. Persistent bullies should be dealt with through the College's disciplinary procedures and any persistent or serious act of bullying must be referred to the Deputy Headmaster, Assistant Head Pastoral or Headmaster. Exclusion may be necessary in cases of severe and persistent bullying as highlighted in the College's Disciplinary Procedure.

The DfE Guidance on prevention of bullying is contained in Safe Learning- Embedding anti-bullying work in schools.

#### **Document control**

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