

## **Anti Bullying Policy For Camphill Wakefield**

### **Introduction**

All students have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At the Camphill Wakefield Community we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere free from oppression and abuse. Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our college and will not be tolerated. All students should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken. If anyone who is aware of any type of bullying that is taking place it is expected to tell a member of staff immediately.

### **What Is Bullying?**

"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008)

Bullying generally takes one of four forms:

Indirect being unfriendly, spreading rumours, excluding, tormenting (e. hiding bags or books).

Physical pushing, kicking, hitting, punching, slapping or any form of violence.

Verbal name-calling, teasing, threats, sarcasm.

Cyber All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging  
Mobile threats by text messaging & calls Misuse of associated technology, i.e. camera and video facilities

Although not an exhaustive list, common examples of bullying include:



Racial bullying Homophobic bullying  
Bullying based on disability, ability, gender, appearance or circumstance  
Why is it important to respond to Bullying?  
Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

### **Objectives of this Policy**

All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.

All governors and teaching and non-teaching staff should know what the college policy is on bullying, and follow it when bullying is reported.

All students and parents should know what the college policy is on bullying, and what they should do if bullying arises.

As a college we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.

Bullying will not be tolerated.  
Students

### **Students who have been bullied will be supported by:**

Offering an immediate opportunity to discuss the experience with a tutor or a member of staff of their choice. Reassuring the student. Offering continuous support. Restoring self-esteem and confidence

### **Students who have been bullied will be helped by:**

Discussing what happened. Discovering why the student became involved. Establishing the wrong doing and the need to change. Informing parents or guardians to help change the attitude and behaviour of the student.

### **The following disciplinary steps can be taken:**

Official warnings to cease offending Exclusion from certain areas of college premises • Minor fixed-term exclusion • Major fixed-term exclusion • Permanent exclusion

Within the curriculum the college will raise the awareness of the nature of bullying through inclusion in embedded/discreet PSHE/SMSC in sessions, tutorial time, assemblies, as appropriate, in an attempt to eradicate such behaviour.

### **Monitoring, evaluation and review**

The college will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the college.

## Prevention

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include: • Writing and implementing a set of college rules • Signing a behaviour contract • Using Art, Drama or Music to reinforce awareness • Having regular discussions about bullying and why it matters •

## Signs and Symptoms

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied.

**Adults should be aware of these possible signs and should investigate if a student:**

- Doesn't want to go to college / public bus or begs to be driven to college.
- Changes their usual routine.
- 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.
- Uses excuses to miss college (headache, stomach ache etc).
- Begins to suffer academically.
- Has possessions which are damaged or " go missing".
- Asks for money or starts stealing money (to pay bully).
- Has monies continually "lost".
- Has unexplained cuts or bruises or shows signs of being in a fight.
- Comes home starving (money / lunch has been stolen).
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children/students or siblings.
- Changes their eating habits (stops eating or over eats).
- Goes to bed earlier than usual.
- Is unable to sleep.
- Wets the bed.
- Is frightened to say what's wrong.
- Gives unlikely excuses for any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous and jumpy when a text message or email is received.

**These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be considered.**