



Policy for

ANTI-BULLYING

Responsibility

Anti-Bullying Lead:	Neil McCarthy
Vice Principal:	Patrick Sullivan

Ernest Bevin College understands that the impact of bullying on individuals and the wider community is very significant and therefore, the ultimate aim of the Anti-Bullying Policy is to prevent bullying of any sort. Bullying can have a negative impact for many years, with profound impacts upon the resilience, confidence and wellbeing of the victim. We will strive, through the promotion of our values (Tolerance, Happiness, Opportunity, Respect and Resilience), to ensure that all members of the College community operate in a supportive, caring and safe environment without fear of being bullied.

Any bullying incidents involving members of our community that should occur, are taken very seriously. They will be investigated thoroughly and will be resolved in a systematic manner using restorative approaches.

This systematic approach will provide pastoral and emotional support to the victim(s), challenges the bully to stop and take responsibility for their actions.

It is important to note that bullying incidents can be complex, involve a range of individuals, misinformation, long time frames and multiple locations and media.

Aims

To outline what Ernest Bevin College does to discourage bullying.

To outline how Ernest Bevin College tackles bullying should it occur.

To provide information to parents, staff and students to improve their understanding of:

- a. What bullying is?
- b. The different types of bullying that can occur
- c. The impact of bullying on individuals
- d. Warning signs to spot if someone is being bullied.
- e. What is cyberbullying?
- f. Useful information and contacts

How do we discourage bullying from happening at Ernest Bevin?

Ernest Bevin College Behaviour for Learning Policy sets out the very high expectations we have of student behaviour. The college values of Respect, Tolerance, Happiness, Opportunity and Resilience are continually promoted through assemblies and wider activities. The College Charter explains and exemplifies these values.

Diversity is celebrated and sense of belonging is fostered within Year groups and across the college. Students are encouraged to wear their uniform with pride and the college prohibits and actively discourages the use of electronic items on the premises.

Anti-bullying Week is marked annually through assemblies; wider activities and bullying is a theme within our PSHE curriculum.

Corridors, social spaces and playgrounds are heavily supervised by staff, before school, during lesson change over, at break, lunchtime and afterschool. The roads within the college vicinity are also supervised as the students leave the college. The college has extensive CCTV coverage providing students extra reassurance. We maintain close links with partner organisations such as the School's Police.

Year 7 students have a designated playground and range of extra-curricular clubs provide opportunities at lunchtime and afterschool.

All staff and students are encouraged to be ever vigilant of any bullying behaviours and to intervene or seek help where necessary.

Heads of Year closely monitor incidents of poor behaviour across their Year Group regularly. They are very watchful and quick to follow up any patterns or changes in behaviour that might indicate bullying.

Incidents recorded as bullying on School Vue are reviewed and monitored by the Anti-Bullying Lead (Mr McCarthy) every six weeks. A summary report is provided to the Pastoral Teams and SLT for discussion and planning.

How does Ernest Bevin College tackle bullying incidents that do happen?

Students are strongly encouraged to "speak out" about any concerns that are impacting on their wellbeing straight away. Parents and peers are also encouraged to be mindful, and "speak out" about any concerns that are impact on their son's or friend's wellbeing.

If families are concerned about bullying their first point of contact is their son's tutor or the Head of Year who can be contacted via the main school office. Students and parents can also confidentially share concerns via the online SHARP system.

www.ernestbevin.thesharpsystem.com

The SHARP system is highlighted in the student planner, on the website and is monitored by Anti-Bullying Lead (Mr McCarthy).

The College is proud of it's pastoral system. Students can seek support from their Head of Year and Form Tutor who will ensure that any early concerns raised can be discussed and, where necessary, investigated quickly and resolved effectively.

Most minor incidents of bullying will be de-escalated and resolved by the Tutor through an informal investigation. They are always followed up, by restorative conversations and close monitoring of future behaviour and wellbeing. A low-level sanction (detention) may result. The incident will always be recorded on School Vue.

More serious bullying concerns are resolved by the Head of Year or Senior Member of staff through a formal investigation and the taking of statements from all involved. This process can take time and may require those involved to be placed in the College Reflection Space during the investigation. The victim would be provided with emotional support where necessary.

Parents of all involved would be informed as soon as possible. On the completion of their investigation the Head of Year will discuss with the Assistant Principal or Vice Principal how to proceed. The nature, hostility and severity of the bullying, along with the impact on the victim are all taken into consideration when considering any sanction.

All serious cases of bullying are resolved with a formal restorative meeting led by Head of Year, Anti

Bullying Lead or a member of the Senior Leadership Team (SLT). Agreed outcomes from the meeting will be closely monitored. The victim will be offered one to one emotional support following the incident and interventions for the perpetrator discussed.

These more serious bullying incidents will be discussed at the weekly Inclusion Panel chaired by the Designated Safeguarding Lead/Vice Principal.

Evaluation

This Policy should be viewed in conjunction with our:

- Behaviour for Learning Policy
- Equality Policy
- Special Educational Needs Policy/Local Offer

To be reviewed October 2021 by Mr McCarthy Anti- Bullying Lead/Mr Sullivan Vice Principal

