

# CARFAX

## COLLEGE

### **Anti-Bullying Policy**

#### **1. AIMS**

The aim of this anti-bullying policy is to ensure that pupils are able to learn in a supportive, caring

and safe environment without fear of being bullied. Bullying is unacceptable and will not be tolerated. All

children have an absolute right to be educated in a safe and secure environment and to be protected from

others who may wish to harm, degrade or abuse them. The college has a zero tolerance approach to bullying.

#### **2. DEFINITION OF BULLYING**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are as follows:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber-Bullying (defined below)

Pupils who are bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Carfax College staff and tutors must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

### **3. CYBER-BULLYING**

Cyber bullying is a different form of bullying which can happen 24/7, with a potentially bigger audience, and more accessories as people forward on content at a click.

Forms that cyberbullying can take:

#### **Threats and intimidation**

- Threats can be sent by mobile phone, email, within online games, via comments on websites, social networking sites or message boards.
- Threats can include violence, including sexual violence, or threats to disclose information about someone that may harm them, or that they are not ready to share – for example, the threat to make someone's sexual orientation or gender identity known (to 'out' someone) when they may not feel ready for this.

#### **Harassment or stalking**

- Repeatedly sending unwanted text or instant messages, or making phone calls (including silent calls).
- Using public forums, such as social networking sites or message boards, to repeatedly harass, or to post derogatory or defamatory statements.
- Tracking someone's activity and collecting information about them, for example by searching databases and social network services; by pretending to be other people and 'friending' the person; or by using spyware.
- Doxing (which comes from the slang 'dox' for 'documents') is the practice of posting personal information about someone online without their permission.

#### **Vilification/defamation**

- Posting upsetting or defamatory remarks about an individual online, or name-calling, general insults, and

prejudice-based bullying, for example sexist, homophobic and racist messages.

- 'Slut-shaming' can be defined as the practice of attacking (primarily) girls and women on the grounds of perceived or fabricated transgressions of socially acceptable sexual behaviours i.e. reposting of texts or images, or the fabrication of information. This practice attacks girls and women on the grounds of their gender and sexual identities, and aims to regulate their behaviour by sending the message that what is deemed as sexually inappropriate conduct can be legitimately used to publically humiliate them, whether they engage in it or not.

#### **Ostracising/peer rejection/exclusion**

- Online exclusion may be harder to detect than people being marginalised in a physical space, such as a classroom. Social networking sites can be an important extension of a person's social space and activity.
- On some services, it is possible for members to set up a closed group, which can protect members from unwanted contact, but can also be used to exclude others. Functions that can be used to block abusive behaviour can also be used to exclude others online.

### **Identity theft/unauthorised access and impersonation**

- 'Hacking' is generally used to mean accessing someone else's account, by finding out or guessing their username and password information for example. Unauthorised access of systems, accounts or files is not automatically a form of cyberbullying, but it is always a serious issue. Unauthorised access to computer material is illegal.
- There are cases where sites have been set up which make use of school logos and name, or using photographs of staff or students taken from the school website without permission.

## **4. IMPLEMENTATION**

During sessions with a Personal Tutor or College Welfare Officer, pupils will be encouraged to speak out about bullying. The Personal Tutor or Welfare Officer will encourage pupils to approach a member of staff at any time if they have any concerns about bullying. They should understand that:

- It will be taken seriously and not passed off as 'banter'
- It will be investigated and appropriate action taken
- If they feel unable to make the issue public, information will be recorded and kept on file
- One to one learning mentor support is available

If bullying is suspected or reported a clear account of the incident will be given and recorded via *myconcern* and dealt with as a safeguarding concern.

If the situation persists, parents will be informed. Punitive measures will be used as appropriate and in consultation with all parties concerned.

## **5. DUTIES OF STAFF AND TUTORS**

- Listen to children when they seek you out to talk about problems.

- Do not pass it off as 'banter.'
- If a pupil reports a bullying incident then it is preferable that they are seen in private
- Children must be respected and taken seriously when they report bullying incidents
- Report all incidents of via *myconcern*.

Carfax College will aim to support pupils who have been bullied by:

- Offering an immediate opportunity to discuss the experience with a tutor or member of staff if

required

- Reassuring the pupil the matter will be investigated
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by their Personal Tutor or the Welfare Officer to:

- Discuss what happened and make the pupil accused aware of the other pupil's feelings
- Discover why the pupil accused of bullying became involved
- Inform parents or guardians to help change the attitude of the pupil accused of bullying.
- Raise awareness of inappropriate behaviour among other pupils

The following disciplinary steps can be taken:

- Official warning to cease offending
- Bully removed from the common areas to a private room where they will be given the opportunity to discuss their behaviour with a designated member of staff.
- Inform parents
- Exclusion from certain extra-curricular activities

## **6. HELPFUL ORGANIZATIONS**

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

### **WEBSITES**

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

Childnet International [www.childnet.com](http://www.childnet.com)

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

[Cyberbullying-guidance2 \(2\).pdf](#)