



Felpham Community College Anti-Bullying Guidance

The Governing Body of Felpham Community College adopted the Anti-Bullying Guidance on 25 March 2019.

1. Introduction

1.1. The whole ethos of Felpham Community College is based on the belief that every student will feel safe and secure in college and valued as an individual. The college encourages support, openness and acceptance of others, all of which are instrumental in creating a culture in which bullying is clearly not tolerated.

1.2. Any form of bullying, from name-calling and spiteful remarks to violent aggression and intimidation, is totally contrary to our ethos.

Definition of bullying: repeated actions by an individual or group to deliberately cause emotional distress or physical pain.

1.3. It is the college policy to deal promptly and appropriately with any form of bullying. Swift response is essential if the aims of the college as a whole, and of the pastoral care system in particular, are to be upheld. Rapid effective measures to stop bullying are therefore imperative to signal to all students that any form of bullying is unacceptable behaviour which the college will not tolerate

1.4. Students and staff are encouraged to look out for and report any signs of bullying. The open, supportive atmosphere in the college is vitally important in encouraging this to happen. There are incident forms available for staff to use with students when establishing the facts and these would be passed to the Year Leader.

1.5. Year Leaders would normally be the first line of action in dealing with bullying, although in a very serious case members of the Senior Leadership Team would

become involved at once.

2. Action taken at Felpham Community College to deal with bullying:

- 2.1. The Year Leader carries out a thorough investigation of any reported or suspected case of bullying. This needs to be done carefully in order to encourage the victims and witnesses to be truthful and to protect them from further intimidation.
- 2.2. When the facts are established as clearly as possible, the perpetrator is interviewed by the Year Leader. Due to the effectiveness of our pastoral system and the experience of the six Year Leaders we usually find that a student will own up to bullying when confronted with the facts. However, this is not always the case.
- 2.3. Depending on the severity of the case, the parents of the perpetrator are called in to college and seen either by the Year Leader and Form Tutor or by a member of the Senior Leadership team if necessary.
- 2.4. The sanctions imposed vary according to the exact circumstances and the record of the student involved. The sanctions imposed are always appropriate so that it will be understood that bullying is totally unacceptable. Sanctions used are:
 - Detentions in minor cases
 - Withdrawal from lessons to work in the Isolation Room
 - Withdrawal from lessons to work outside the Headteacher's office
 - Fixed Term Exclusion
 - Permanent Exclusion
- 2.5. Re-integration into college life and lessons will only follow after clear conditions have been set down about future behaviour. We also acknowledge the need to give support to the bully: this may take the form of group discussion or counselling by the Year Leader, Form Tutor or appropriate mentor.
- 2.6. As part of the follow-up action, the victims of bullying are counselled by Form Tutors and Year Leaders. If necessary their parents are invited into college to discuss the situation and to be reassured about the action taken. Every effort is made to ensure that a victim of bullying feels safe again in college and has strategies for seeking help if there is any recurrence of bullying. Parents are contacted with feedback on action taken.
- 2.7. Sometimes Year Leaders discuss specific events (without naming those involved) in assemblies. This again signals to the whole Year Group that bullying is unacceptable.

3. Cyberbullying

- 3.1. Cyberbullying includes posting harmful or upsetting text, images or other messages, using the internet, mobile phones or other communication technology.

- 3.2. Positive use of ICT is promoted by the college and all students and parents sign an ICT Acceptable Use Policy. The college encourages safe use of ICT emphasising, for example, the importance of password security and logging out of accounts. Cyberbullying, its impact, how to report it and how to avoid becoming involved is regularly addressed in assemblies. The college liaises with parents and, if necessary, the police over specific instances of cyberbullying.

- 3.3. We believe that sanctions are important, but that the constructive way forward is by awareness-raising, development of self-esteem and positive peer group pressure. We are fortunate that the extremes of bullying are rare at Felpham.