

# Anti-Bullying Policy

Camborne Science and International Academy



<b>Approved by:</b>	Governors' Policy Committee	<b>Date:</b> 4 December 2020
<b>Last reviewed on:</b>	December 2019	
<b>Next review due by:</b>	December 2021	

All CSIA policies are reviewed by the Governors' Policy Committee (which meets termly), according to a fixed schedule. On extremely rare occasions, there may be circumstances where an event (for example, a change in legislation/national guidance), necessitates a policy being amended immediately, outside of this schedule. Where this is necessary, the Principal will seek permission from the Chair of the Governors' Policy Committee, to amend the policy immediately. The Principal will then confirm details of any amendments with all members of the committee by email and the policy will be reviewed at the next scheduled meeting of the committee.

### **Meeting your communication needs:**

*We want to ensure that your needs are met, if you would like this information in Braille, large print, any other format or interpreted in a language other than English, please contact the HR office, telephone: 01209 712280 or email: [enquiries@cambornescience.co.uk](mailto:enquiries@cambornescience.co.uk)*

## Statement of Intent

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. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Camborne Science & International Academy:

- is determined to be a safe, friendly and caring place
- does not tolerate bullying by anyone within the school community
- will help anyone who is bullied to end the bullying
- will help anyone who bullies someone else to change that behaviour
- will help all its students to become resilient, confident, tolerant and understanding.

Camborne Science and International Academy is committed to promoting a safe and caring environment where all can enjoy and achieve free from intimidation and where bullying will not be accepted. Members of our Student Voice were involved in the writing of this policy.

## What Is Bullying?

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

According to the definition given by the *Anti Bullying Alliance (ABA)*, bullying can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

## Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect, which is a CSIA Character Value. Students who are bullying need to learn different ways of behaving.

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

We will always refer to the definition of bullying provided by the ABA in responding to a reported incident and will take this into account in our response to parents and carers. We will always take

into account the actions/motives of all involved in the bullying incident, including the alleged victim, to establish the full facts and to respond in resolving the bullying incident.

Parents are requested to report the bullying incident to the Year team at the earliest opportunity, to remain calm and to reassure their child that the matter will be addressed. Thus, enabling the school to follow up the concern to ascertain all facts in relation to the incident. This will involve talking to all parties concerned. At no time, should students or parents seek to resolve matters by 'taking the law into their own hands'.

### Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents and carers should have an understanding of what bullying is
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All students and parents should know what the school policy is on bullying and what they should do if bullying arises
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated.

### Signs and Symptoms

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

- is frightened of walking to or from school
- doesn't want to go on the school/public bus
- pleads to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens self harm or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under perform in school
- comes home with clothes torn or books damaged
- 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
- comes home hungry (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating



- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a text or social media message is received.

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

### How can we prevent Bullying?

- Develop an effective anti-bullying policy and practice to become a safer and happier environment, with consequent improvements in attitudes, behaviour, relationships and achievement
- Regular praise of positive and supportive behaviour by all staff
- Develop empathy and emotional intelligence through our tutorial and PSHE programme
- Treat all bullying incidents seriously and respond immediately.

### Procedures – refer to Pathways for Support

- The bullying behaviour or threats of bullying will be investigated and interventions actioned to ensure the bullying is stopped quickly
- Bullying incidences will be recorded by the Year team
- Parents will be informed and, in serious cases, will be asked to come in to a meeting to discuss the problem and agree actions/strategies.
- If necessary and appropriate, police/external agencies will be consulted
- An attempt will be made to help the bully/bullies change their behaviour
- All diversity/hate incidents will be recorded with the data will be available for the Local Authority to access.

### Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences considered according to nature of incident
- In serious cases, exclusion will be considered
- If possible, the students will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## PATHWAYS FOR SUPPORT

Child is bullied

### STEP 1A

Self referral by student using email 'Report Abuse' link on website.

### STEP 1B

Student personally approaches:

- Form Tutor
- Class Teacher
- Year Team Member/DSL
- Support Staff

### STEP 1C

Referral by parent/friend, prefect, staff referral to Year Team Member/DSL

### STEP 2

Student meets with Year Team/DSL/Form Tutor/Class teacher  
Discussion of the facts  
Suggested ways forward  
Parents informed  
Short term review

If continues

### STEP 3

Escalated within the Year team  
Discussion/Interview with all parties  
Actions/strategies agreed  
Parents informed  
Short term review

If continues

### STEP 4

Senior member of staff will meet with students and parents of victims and perpetrators to agree actions, strategies and support to resolve. Where appropriate, the following strategies will be actioned with external support: Restorative justice, Mediation/counselling, Anger management training and self help, Student Peer Mentor/Buddy support, External Agencies – Careers South West and Circle of friends.

Short term review

Medium term review

If continues

### Step 5

Principal and Chair of Governors



## Support Agencies

**Anti-bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

### **Kidscape**

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

02077303300

**Childline** – advice and stories from children who have survived bullying

08000 1111

### **Bullying on line**

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

**Parentline Plus** – advice and links for parents [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

08088002222

### **Kooth**

[www.kooth.com](http://www.kooth.com)

## Useful sources of information

**Stonewall** - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. [www.stonewall.org.uk](http://www.stonewall.org.uk).

**Cyberbullying.org** - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)

**Chatdanger** - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting [www.chatdanger.com](http://www.chatdanger.com)

**Think U Know** - the Child Exploitation and Online Protection Centre (CEOP) has produced a set of resources around internet safety for secondary schools [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

**Know IT All for Parents** – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)