



The Coleshill School

Anti-Bullying Policy



The Coleshill School Policy Statement:

At The Coleshill School, we believe that every member of our school community has the right to be themselves and to be included in a safe, happy and well-disciplined environment. Everyone at our school is equal and should be treated with respect.

Bullying and discrimination of any kind is unacceptable and will not be tolerated at our school. At our school, the safety, welfare and well-being of all of our students and staff is a key priority. We take all incidences of bullying seriously and it our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. This is to ensure that all students can maximise their potential and get the best possible start to their lives from their time at school.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our students to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our students by society when they leave school and enter the world of further study or work.

We are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing and assessing the impact of our preventative measures.

The Coleshill School Charter

At The Coleshill School students will ...

- Be Kind, respect one another and think before we speak or act against another person.
- Tell someone in authority if we witness or experience bullying, any kind of intimidation or exploitation.
- Use social media responsibly and report all incidents of cyber bullying
- Support fellow students when needed

At The Coleshill School staff will ...

- Take all accusations of bullying, intimidation or exploitation seriously and deal with it sensitively.
- Make the bullies and their parents / carers aware of what they are doing.
- Support the victim and the bully
- Educate students on diversity, tolerance and respect

The Nature of Bullying: There are many definitions of bullying, but most consider it to be:



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- Deliberately hurtful actions [including aggression];
- Repeated often over a period of time;
- Difficult for victims to defend themselves against.

The nature of bullying can be:

- Physical – hitting, kicking, physically intimidating someone, using inappropriate physical contact towards someone
- Attacking property – such as damaging, stealing or hiding someone's possessions
- Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- Physiological – such as deliberately excluding or ignoring people
- Cyber – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation

Name-calling is the most common direct form, with the most common vehicle being various forms of social media (Cyber Bullying). This may be because of the individual characteristics listed above.

No bullying or discrimination will be tolerated and all incidents will be taken seriously.

The above points make explicit the actions, which are deemed as bullying. However, this policy statement aims to make it clear that bullying is a systematic process, quite consciously designed to hurt or frighten another. Bullying is neither a 'one-off' name calling, nor an altercation that occurs in the heat of the moment, although clearly both these sorts of behaviour are undesirable. It is important that students are guided towards an understanding of what sets bullying apart from other types of undesirable or unpleasant behaviour.



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It is vital that students or parents of students who feel they are being bullied, or know someone who is being bullied, should feel able to talk to somebody – for example a representative of the HOPE peer mentoring program [Helping Others & Promoting Empathy], A Teacher/Tutor, Year Leader, Head of Phase or senior member of staff. In order to achieve this at The Coleshill School, a climate of openness and active support for all members of the school community is promoted and encouraged.

Students must also know that their concerns will be listened to and acted upon. Every case of bullying must be taken seriously and investigated. There are three main strands to this; through the ethos in which bullying is rejected, through specific curriculum work and through dealing with students involved in bullying incidents. Most importantly, the school through its Behaviour Policy has a strong value system, which supports a positive work ethos and rewards and celebrates achievement. Anti-bullying work is specifically covered as an integral part of the curriculum, particularly through assemblies and the tutoring programme, so that students are clear about what is expected of them.

We consider the involvement of families of bullies and victims as crucial to the success of any Anti-Bullying Policy. Parents and carers must be contacted as necessary and should feel free to contact the school to discuss any matters that relate to bullying, whether it is a general concern or one that relates to an individual or group.

All students have been informed and advised 'What to do if bullying occurs', whether it be in or out of school or via social media.

Advice Offered to Students:

If you are being bullied or witness someone being bullied:

- Try to stay calm and look as confident as you can;
- Be firm and clear – look them in the eye and tell them to stop;
- Get away from the situation as quickly as possible;
- Tell an adult or HOPE mentor what has happened straight away.

After you have been bullied:

- Tell a teacher or another adult in your school;
- Tell your family;
- If you are scared to tell an adult or senior student by yourself, ask a friend to come with you;



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- Keep speaking up until someone listens and does something to stop the bullying;
- Use the support the school has to offer such as the HOPE program, Form Tutor, Year Leader and/or a member of senior staff; Don't blame yourself for what has happened.

When you are talking to an adult or a HOPE Mentor about bullying, be clear about:

- What has happened to you;
- How often it has happened;
- Who was involved;
- Who saw what was happening;
- Where and when it happened;
- What you have done about it already.

The Importance of a Home-School Partnership:

Parents and carers need to be engaged as full partners in any anti-bullying strategy. They need to be kept aware of the school's philosophy and practice and need to know the part they must play in helping their children, whether they have been involved as a victim or bully.

Parents and carers are in ideal positions to observe changes in their child's behaviour, which may well indicate that they are being bullied. In any such situations parents should follow the following advice:-

Advice Offered to Parents:

What to do if you feel your child is being bullied:

Calmly talk to your child and find out as much as you can.

If possible, try to find out:

- The name, year or tutor group or description of the bully or ring leader if there is a group;
- Where and when the bullying happens;
- What exactly happens [in as much detail as possible];
- How your child has responded so far [what they have said or done];
- Reassure your child that telling you about the bullying was the right thing to do; □ Explain that any further incidents should be reported to a teacher immediately.

Then:



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- Contact the school to speak to a member of staff, preferably your child's Tutor who will know your child best or if they are not available, their Head of Year;
- Ask the member of staff to get back in touch when they have managed to find out more;
- If the Tutor or Head of year is not available then ask to speak to the Phase Leader or Head of Phase.
- You can contact the school via enquiries@thecoleshillschool.org.uk and you will be put in touch with the relevant member of staff.



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An Overview of Strategies for Reducing Bullying:

The following is a list of key strategies used to prevent or reduce bullying. Some strategies may not remain appropriate if there has been violence or serious incidents and in such circumstances tougher measures will be needed in accordance with the School Behaviour Policy.

Establish a climate of tolerance and respect:

Through assemblies, staff raise awareness of the support mechanisms in place and the key personnel to seek advice from. A variety of Assembly topics are selected to address issues surrounding individual and group behaviour and associated responsibility and consequences. 'Citizenship' is an integrated part of the SEAL programme in all key stages.

Co-operative Group Work:

Through the Tutoring Programme, students work together on shared tasks, raising the awareness of co-operation, individual accountability and rights and responsibilities.

Befriending:

This involves assigning selected pupil volunteers to 'be with' or 'befriend' peers who have been referred as needing help and support.

Mediation by Peers:

In a structured way, a neutral person helps voluntary participants resolve their disputes, defusing tension between peers. Trained peer mentors work help resolve student issues at the instruction of Year leaders.

GLC Support:

The Guided Learning Centre staff work with small groups of vulnerable students to boost self-esteem and provide strategies for students to cope in social situations that they find difficult.

'One to One' Support Mentoring:

Individual mentoring sessions can be arranged by appointment or self-referral to either the pupil's Year leader or HOPE co-ordinator (Mr Chetwynd).

Direct Staff Intervention:

When incidents are serious or where students do not respond to preventative strategies to combat bullying, the school will take tougher action to deal with serious bullying. As part of



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the School Behaviour Policy there are a range of sanctions to deal with this kind of bullying and this may include:

- Removal from the group/class;
- Withdrawal of break and lunch time privileges;
- Detention;
- Withholding participation in any school trips or sports events that are not an essential part of the curriculum;
- Interviews with parents, students and a school representative; suspensions

Monitoring of Bullying Incidents

The school will monitor the issue of bullying, recording and logging incidents via a 'central log' and Brocmom. HOPE mentors will record and log incidents using the appropriate form. Pastoral staff will continue with their established practice of keeping a log of daily events, actions and outcomes. As a matter of course, **all** incidents of racist or discriminatory behaviour should be recorded and communicated to a senior member of staff linked with the appropriate Phase.

The school will also make the Governing Body aware of bullying issues within all Key Stages by reporting on a regular basis.

Updated December 2022