

ABBEY
COLLEGE
CAMBRIDGE

Anti-Bullying Policy

2020/2021

SLT Responsible for this Policy

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This policy has been approved by SLT and adopted on behalf of the Governors, and is addressed to all members of staff and volunteers and is available on the school's portal. It is available to parents on request. It applies wherever staff or volunteers are working, including when this involves being away from the school.

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1. Aim

All members of the school community at Abbey College Cambridge have the right to feel safe and not tolerate any form of bullying.

Bullying will not be tolerated at Abbey College Cambridge and will be dealt with in all seriousness. Teachers should be diligent in classrooms and around schools to the signs of bullying and report any concerns to the Housemaster, Housemistress, Head of House or DSL.

We aim to encourage positive support from within the college, encouraging students to realise that they do not have to tolerate bullying and should inform others if they are being bullied. All students should be confident in the knowledge that they will be listened to and believed, and that action will be taken. This action will be prompt and sensitive to their concerns. This policy aims to address the following outcomes:

- Be Healthy
- Stay Safe
- Enjoy and Achieve
- Make a Positive Contribution
- Social and Economic Well-being

Students are encouraged to respect other with due regard to the protected characteristics set out in the Equality Act 2010.

2. Objectives

- All governors, teachers, non-teaching staff, parents and students have an understanding of what bullying is.
- All governors, teachers 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 college we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated in any form or from any person.

3. Definition

Bullying is the deliberate and conscious kind of behaviour causing an individual to feel uncomfortable or threatened. In accordance with the protected characteristics set out in the Equality Act of 2010 . Bullying may take the form of racial, religious, cultural, gender, sexual/sexist, homophobic, transphobia, disability, physical abuse including threatening behaviour or extortion,

peer on peer, and or cyber (mobile phones etc.) in origin. Bullying may involve sexual violence or sexual harassment. Sexual violence and harassment are not acceptable and will never be tolerated. Further details can be found in our Safeguarding Policy.

There are three main types of bullying:

1. Emotional e.g. Actively excluding students, tormenting, spreading rumours, gesturing.
2. Physical e.g. Hitting, kicking, punching, taking or hiding belongings, damaging property.
3. Verbal e.g. Name calling, teasing, insulting, writing unkind notes, threatening.

4. Guidance

The Victim - Student

- Listen to and reassure the victim that the College will do everything to help them.
- Believe them and give them the confidence to tell you exactly what happened.
- Don't promise to keep anything secret.
- Inform the victim that bullies feed on fear. Don't show that fear, or take personal revenge.
- The victim should be reassured that it is not their fault, and that this has happened to others. There is nothing wrong with them.
- Give continued support to the victim and check at later dates to see that bullying is not reoccurring.
- Encourage the victim to talk to someone they trust for support.
- New accommodation may be required based on the seriousness of the incident.
- Record the report of bullying and read back to the victim. Confirm with the victim that it is an accurate record of the bullying incident.
- Report this immediately to a member of the Senior Pastoral Team. All incidents of bullying are logged on MyConcern and the Bullying Log.

The Bully

- Make the bully aware that their behaviour is unacceptable.
- Explain clearly and precisely what behaviour is causing distress to the victim.
- Discuss the difference between assertive and aggressive behaviour.
- Make the bully aware of the consequences if bullying continues.
- Discuss ways by which the bully must change their behaviour and support them in doing this with external agencies if necessary e.g. mentors and counsellors.
- Inform the Vice Principal Pastoral if the bullying is of a serious nature.
- Monitor the bully's behaviour over the next few weeks.
- Whatever the cause, bullying is usually a signal that the bully also needs help.
- Inform the bully that their bullying behaviour will be recorded.
- The Behaviour Policy outlines sanctions and processes for behavioural issues, including bullying, which is regarded as a serious behavioural issue.

Parents

- Most concerns about bullying will be resolved through discussion between home and the college school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.
- Where a student is involved in bullying others outside school, parents will be asked to work with Abbey College Cambridge in addressing their behaviour.

All incidents of bullying are logged on MyConcern and on the Bullying Log.

Students can approach any member of staff with any concern. Abbey Cambridge also has a listening service freely available for all students who wish to talk to someone external from the school.

5. Cyber-Bullying

All students at Abbey College Cambridge have the right to feel safe and not to tolerate any form of bullying. Bullying is a specific unacceptable behavior which is totally alien to our school ethos and aims.

Cyber bullying differs in several ways from other kinds of bullying because of *the invasion of home and personal space and the size of the audience*.

Definition of Cyber Bulling

Cyber-bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend himself/herself. Cyber bullying is deliberate and aggressive, and although it leaves no visible scars, cyber bullying is extremely destructive.

By cyber-bullying, we mean bullying by electronic media such as:

- Bullying by texts or messages or calls on mobile phones.
- The use of mobile phone cameras to cause distress, fear or humiliation.
- Exclusion or peer rejection.
- Impersonating.
- Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites, social networking sites.
- Using e-mail to message others.
- Hijacking/cloning e-mail accounts.
- Making threatening, abusive, defamatory or humiliating remarks in chat rooms, to include Facebook, YouTube, Twitter and Ratemyteacher.

Legal Issues

Cyber-bullying is generally criminal in character. There are laws that apply to cyberspace:

- It is unlawful to disseminate defamatory information in any media including internet sites.
- Section 127 of the Communications Act 2003 makes it an offence to send, by public means of a public electronic communications network, a message or other matter that is grossly offensive or one of an indecent, obscene or menacing character.
- The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.

Policy

Abbey College Cambridge educates its students both in the proper use of telecommunications and about the serious consequences of cyber-bullying and will, through induction programmes, PSHEE, tutor times and assemblies, continue to inform and educate its students in these fast changing areas.

Abbey College Cambridge trains its staff to respond effectively to reports of cyber-bullying or harassment and has clear strategies in place to respond to it. Abbey College Cambridge endeavours to block access to inappropriate web sites, using firewalls, antivirus protection and filtering systems, this is the case in the school buildings and in the boarding houses. Where the College is responsible for and it is appropriate, Abbey College Cambridge audits ICT communications and regularly reviews the security arrangements in place.

Whilst education and guidance remain at the heart of what we do, Abbey College Cambridge reserves the right to take action against those who take part in cyber-bullying.

- All bullying is damaging but cyber-bullying and harassment can be invasive of privacy at all times. These acts may also be criminal acts.
- Abbey College Cambridge supports victims and, when necessary, will work with the Police to detect those involved in criminal acts.
- All members of the School community are aware they have a duty to bring to the attention of the DSL any example of cyber-bullying or harassment that they know about or suspect.
- Keep all copies as evidence, log and date this evidence.

Guidance for Students

If a student believes that they or someone else is the victim of cyber-bullying, the student is told to speak to an adult as soon as possible. This person can be a member of staff at Abbey College Cambridge or parents.

Students are informed to: -

- Not answer abusive messages but save them and report them.
- Not delete anything until it has been shown to the DSL who will decide on the actions to be taken (even if it is upsetting, the material is important evidence which may need to be used later as proof of cyber-bullying).

- Not give out personal IT details.
- Never reply to abusive e-mails.
- Never reply to someone you do not know.
- Stay in public areas in chat rooms.

6. IT Code of Conduct

The Code of Conduct is explained and discussed with students in assemblies, PSHEE classes and IT classes. Students sign the IT Code of Conduct during their induction.

7. Preventative Measures

Abbey College Cambridge aims to raise awareness of the unacceptable nature of bullying through: -

- inclusion in PSHEE, tutor time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- Providing care and support to create and maintain a safe learning and boarding environment where all students feel safe, secure and valued and know they will be listened to and taken seriously in line with the College's ethos.
- Participating in local and national initiatives such as Anti-Bullying Week.
- Seeking to develop links with the wider community that will support inclusive, anti-bullying education
- Consider the use of specific strategies, e.g. implement vertical tutoring across the school and the role of the student council.
- Refer to the guidelines on 'Bullying in the Workplace' where an adult in the community believes that he/she is being bullied by another adult.
- Providing appropriate and up to date regular training for staff

Our key message will always be prevention, by teaching students that everyone in our college has the right to feel safe, happy and respected, and that bullying of any kind will not be tolerated.

The College believes there is no situation where bullying is acceptable.

Links to other Policies

- Safeguarding Policy
- Behaviour Policy
- PSHEE Policy
- Equal Opportunities Act 2010