



Anti-Bullying Policy

Mission Statement:

We, the staff and students of Helston Community College, stand united in our quest to deplore all types of bullying and discrimination and any behaviour that encourages it. We aim to provide support and guidance for both victims and perpetrators of bullying as well as sanctioning where necessary, but ultimately to eliminate bullying in its earliest stages in order to ensure all members of our College feel protected.

At the start of each academic year the College will promote the anti-bullying prevention with the College community through assemblies and the tutorial programme.

Defining Bullying:

An action or series of repeated actions whereby one wilfully causes physical or psychological harm to another, which may make that person or group, feel insecure, inferior, upset, scared or vulnerable. This also includes cyber bullying, which is bullying through instant messaging or social networking sites.

Procedure for dealing with Bullying:

When the College is informed of an incident of bullying we will start an investigation. The College will use Anti-Bullying Incident form to record the investigation. (NB: see appendix)

We will first discuss with the victim the nature of the bullying and collect as much evidence as possible. The evidence collected may include

- written accounts from the victim, witnesses and the aggressor
- information from social media sites
- any audible evidence like voice recording
- or any other evidence which may be presented during the investigation

It is important confidentiality is maintained, therefore, College will not share names of victim, witnesses or aggressors with other individuals unless it involves the Police.

Some cases of bullying may be a matter of safeguarding and will be referred to the College's Designated Safeguarding Officer. The referral will supersede the Anti-bullying Policy and Safeguarding Policy will come into effect.

Upon establishing the nature and the severity of the bullying the following may happen

- the aggressor will receive a verbal warning to stop the bullying immediately
- contact parents of the aggressor
- for the aggressor to sign an Anti-Bullying Contract
- restorative justice (JR) with all parties agreeing to take part

- contact police
- fixed term exclusion from College
- permanent exclusion from College

Supporting the Victim and Aggressor:

It is imperative the victim and parents feel supported through this ordeal and must be kept informed of how the investigation and outcomes have been dealt with.

It may be necessary to support the victim by offering them counselling to deal with the affects of the bullying. The College will offer such support by referring the victim to one of the College counsellors or to outside agency.

The College will also offer support to the aggressor in order to help him/her in modifying their anti-social behaviour.

Staff Awareness:

Staff are encouraged to be watchful and discuss potential problems. All staff will be aware of the indicators of bullying in students and have responsibility for taking action or passing on information.

Indicators of bullying include a sudden change in behaviour such as becoming withdrawn or displaying erratic behaviour, being isolated from peer group, inadequately explained injuries, a regular pattern of injuries, drop in attendance, declining performance, "lost" possessions and extreme anxiety or school refusal.

Group Tutors foster a climate in their registration groups where it is right to 'speak out' on issues such as bullying. Students are encouraged to disclose when they (or others) are being bullied - sharing responsibility for the well-being of others in our community. Bullying as an issue is identified within the PSHE programme, in which students are encouraged to recognise and report bullying and the self-esteem of potential bullies and victims is raised.

Cyber bullying and internet safety are also the subject of a specific assembly each year.