



## ANTI-BULLYING POLICY

This policy complies with the priorities of Kent Children's Trust, Kent Safeguarding Children Board (KSCB) and the Every Child Matters Agenda.

### Principles and Values

Bullying will not be tolerated at Dartford Technology College.

#### **DSTC is a 'telling' school**

*'Safeguarding is everybody's responsibility. This means that it is the responsibility of all staff working with children and young people to take responsibility to prevent, challenge and respond to bullying wherever it occurs. It is also expected that all staff will model behaviour that is supportive and encouraging and, no staff will exhibit bullying behaviour in their own working practice. BULLYING IS NOT SOMEBODY ELSE'S PROBLEM.'* (KSCB) All staff must take action when bullying occurs and it is everyone's responsibility to prevent it happening.

At Dartford Science and Technology College all students have the right to feel welcome, safe and happy.

### Definition of Bullying

In line with Kent, DSTC accepts the definition of bullying as stated in the 2007 Safe to Learn guidance produced by the DCSF:

***'Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual or a group either physically or emotionally'.***

DSTC recognises that bullying is deliberately hurtful behaviour that is persistent, often over a period of time, and designed to hurt the victim. The main forms of bullying are:

- Physical – hitting, kicking or taking belongings;
- Verbal or Emotional – name calling, insulting or racist remarks;
- Indirect – spreading unpleasant stories about someone (excluding someone from their social group).
- Text or MSN – sending unpleasant messages via mobile phone or the internet. This type of bullying is referred to as cyber bullying
- Offensive graffiti

We aim to prevent bullying at Dartford Science and Technology College by:

- Raising students' awareness of bullying behaviour and the college's anti-bullying policy;
- Challenging students' attitudes about bullying behaviour;
- Increasing understanding for victims and helping to build an anti-bullying ethos in the college;
- Providing an interesting and stimulating environment for students;

- Communicating with parents;
- Using a restorative justice approach to resolving conflict;
- Raising awareness through CVE lessons and other lessons where opportunities arrive;
- Highlighting anti-bullying week;
- Ensuring that all students and parents know who to talk to if they have worries or concerns;
- Delivering Child Protection training to all staff

Reasons for being a victim of bullying may be:

- Race, religion or culture;
- A new student in the college, differences re. appearance, sexual orientation;
- A student with a disability or a family crisis, home circumstances, a Looked After Child or has a health condition;
- A timid or shy student who may be on the edge or outside a group;
- A student who has special educational needs, speaks English as a second language or is Gifted and Talented.

Bullies make life miserable for many young people. These young people must be mindful that their behaviour hurts others. Reasons for being a bully may be:

- They have been a victim of violence; •  
They are bullied in the home;
- They enjoy the power or creating fear;
- They are unhappy or not allowed to show their own feelings;
- They are copying behaviour witnessed at home or seen on television. •  
They feel insecure and are a coward at heart or hate themselves.

Adults should be aware that these young people can also be victims and may also need help.

All adults must be exemplary role models for all students.

Early signs of distress from bullying can be:

- The student appearing to be generally unhappy, showing anxiety or fear, being withdrawn or isolated;
- The deterioration in the student's work, attendance or punctuality;
- The desire to remain with adults, having spurious illnesses, crying themselves to sleep or even returning to bed wetting;
- Unexplained cuts, scratches, bruises or missing possessions;
- School refusal.

### **Action to support the Anti-bullying Policy:**

We aim to

- be vigilant for signs of bullying;
- always take reports of bullying seriously and investigate them thoroughly;

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- encourage students to report all incidents of bullying to their Form Tutor, Learning Manager or any member of staff;
- include bullying awareness and strategies to combat it in CVE and other appropriate subject areas. Discussion and role play can be used to explore issues relating to bullying and therefore give students confidence to deal with bullying;
- observe students at break and lunchtimes and inform tutors about students, who appear isolated or unhappy;
- ensure that all students know that we are a 'Telling School';
- to involve parents and/or other adults if necessary;
- to use a balanced approach to behaviour including reward, sanction and disciplinary proceedings;
- refer to the Designated Child Protection Co-ordinator if necessary.
- to use a Restorative Justice Approach.

If the incident is not too serious, a restorative justice approach may help. The PSA Form Tutor/Learning Manager should try to remain neutral and deliberately avoid direct, close questions, which may be perceived as accusatory or interrogational in style. He or she should make sure each student has an opportunity to talk and should keep the discussion focused on finding a solution and stopping the bullying from recurring. The adult should aim to help the students to find their own solution to the personal disagreement and also discuss with them how their proposals will be put into action. A follow-up meeting with the students should be arranged to find out whether their solution has been effective or not. Parents and carers will be made aware of any action taken and where necessary will be invited to participate in restorative justice.

A record should be kept of the incident with the date, time, place and names of the students involved. Those involved should produce written statements. An "Incident Report Form" should be used for this. These should be kept in the student's record file. More serious incidents must be recorded in the Bullying Book in the Learning Support Zone. Racist incidents must be recorded and kept with Principals PA.

All serious incidents must be reported to the Assistant Vice principal– Every Child Matters or to the Principal or one of her deputies.

Parents of both the victim and the bully should always be informed and be given feedback on the steps taken to investigate the incident. Involving parents at an early stage is essential. The family of the victim may wish to involve the police in charging the bully with assault. This is their right.

If things have not gone well, the problems will be further analysed with the possibility of a Managed Move or Transfer to another school, a period in respite or other agency involvement e.g. Educational Welfare Officer, Educational Psychologist or an external counsellor. Such measures may be used for the bully as well as the victim.

Consequences:

- For bullying or intimidating another pupil there will be a fixed term of one or two days in the Inclusion Unit.

- Persistent bullies will have a fixed term exclusion imposed and, in very serious cases, will be permanently excluded.

All staff working with children are expected to be aware of the impact that bullying has.

All staff must be aware of the need to prevent and respond to bullying effectively.

Dartford Science and Technology College will continue to work in partnership with parents, the community and all external agencies to ensure the well-being and safety of its pupils.