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GROUP OF COLLEGES  

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# Anti-Bullying Policy

2024-2025

## Anti-bullying Policy

### SLT Responsible for this Policy

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<b>This policy is reviewed on an annual basis</b>		
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This policy has been updated in line with the changes to the new Keeping Children Safe in Education (KCSIE) 2023

**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.**

## Anti-bullying Policy

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## Anti-bullying Policy

### 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, 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.
- This Policy should be read alongside the Behaviour (including Boarding) Policy

### 3. Definition

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Bullying is the deliberate and conscious kind of behaviour causing an individual to feel uncomfortable or threatened. Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

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, child on child, 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 and the Behaviour Policy.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

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.

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching

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Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites
Child on Child	<p>Is abuse of any type between children. It can include: _</p> <ul style="list-style-type: none"> <li>• Bullying, including cyber-bullying.</li> <li>• Physical abuse</li> <li>• Sexting: consensual and non-consensual sharing of nudes and semi-nudes images and or videos (also known as sexting or youth produced sexual imagery);</li> <li>• Initiation/hazing violence and rituals</li> <li>• Sexual harassment: such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse.</li> <li>• Sexual violence: such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence)</li> <li>• Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party.</li> <li>• ‘Upskirting’ (typically, taking a picture under a person’s clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification or cause the victim humiliation, distress or alarm; upskirting is now a criminal offence. The Voyeurism (offences) Act 2019)</li> </ul>

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### 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/Perpetrator

- 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.

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### Parents

- Most concerns about bullying will be resolved through discussion between home and the college. 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 CPOMS and on the Bullying, Sexual Harassment, Sexual Violence, Child on child Abuse Log.

Students can approach any member of staff with any concern. Abbey Cambridge also has an independent 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 Bullying

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 and Microsoft Teams.
- Using e-mail to message others.
- Hijacking/cloning e-mail accounts.
- Making threatening, abusive, defamatory or humiliating remarks on social media/in chat rooms, to include Facebook, YouTube, and Twitter.



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### 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 child on child abuse and will, through the induction programme, 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 child on child abuse 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 or child on child abuse.

- All bullying is damaging but cyber-bullying and harassment and child on child abuse 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, child on child abuse 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 or child on child abuse, 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: -

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- 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 when IT is used in lessons. 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
- Considering 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
- Making clear that child on child abuse, sexual violence and sexual harassment is not accepted, will never be tolerated and is not an inevitable part of growing up
- Not tolerating or dismissing child on child abuse, sexual violence or sexual harassment as 'banter', 'part of growing up', 'just having a laugh' or 'boys being boys'

*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.*

## Anti-bullying Policy

### Links to other Policies

- Safeguarding Policy
- Behaviour Policy
- PSHEE Policy
- Equal Opportunities Act 2010
- Human Rights Act 1998

[Internal Policies - Abbey College Cambridge - All Documents \(sharepoint.com\)](#)