



# **ANTI-BULLYING POLICY**

<b>Date of last review</b>	<b>October 2020</b>
<b>Review Cycle</b>	<b>Annual</b>

## Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our students, so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at SILC Training. We are a “*TELLING*” centre. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

## What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse  
Mobile threats by text messaging & calls  
Misuse of associated technology, i.e. camera & video facilities

## Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

SILC Training has a responsibility to respond promptly and effectively to issues of bullying.

## **Objectives of this Policy**

- All staff, students and parents should understand what bullying is.
- All staff should know what SILC Training's policy is on bullying and follow it up when bullying is reported.
- All students and parents should know what SILC Training's policy is on bullying, and what they should do if bullying arises.
- As a Training Centre for young adults we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from SILC Training
- changes their usual routine
- is unwilling to go to school
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

## **Procedures**

When bullying is reported it will be taken seriously.

- At the induction, all students are informed that they can tell any staff member if they feel they are being bullied.
- Staff will work with the victim to help them feel safe and find responses to bullying that work.
- Staff will work with the student involved in bullying others, to change the bullying behaviour.
- Staff will work with the parent/carer of a student who is being bullied to support and encourage that student in finding solutions to the bullying.
- Staff will work with the parents/carers of any student who is bullying to support and encourage that student in finding alternatives to the bullying behaviour.
- Staff will be involved in other support, if appropriate, by referring back to the home school.
- If the bullying persists, those carrying out the bullying may be permanently excluded from SILC Training.
- If the bullying behaviour is a threat to the safety of the members of SILC Training students or staff, that person may be permanently excluded.

## **Outcomes**

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, permanent exclusion will be considered
- If possible, the students will be reconciled
- After the incident/s have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.