

Anti-Bullying Policy

At Creative we are committed to providing a caring, friendly and safe environment for all our students so they can learn in a calm and secure atmosphere. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all students should be able to talk in confidence, knowing that incidents will be dealt with promptly and effectively. We are a listening company – anyone who knows that bullying is happening is encouraged to tell someone.

What do we mean by bullying?

- A bully is a person who makes life hard for others by *deliberately* picking on them for no reason.
- This happens not just once, but many times.
- It can be hitting, hair pulling and other things that hurt the body.
- It can be spreading rumours, name-calling or threats that hurt you inside and make you afraid.
- People will get hurt if there is a bully around.

Bullying is behaviour which is intended to hurt another person, and results in pain and distress to the individual and is not a 'one-off' incident.

It can be:

Emotional– excluding, tormenting, hiding belongings, being unfriendly, giving someone the 'silent' treatment, threatening, ignoring someone as they come into the room.

Verbal– including name calling, teasing, using nicknames, taunting or threatening, spreading rumours, picking on someone who is different, perhaps overweight, small, tall, has a disability, doesn't wear trendy clothes or is not allowed to do things after school, or may be of a different racial, sexual or cultural background.

Physical– pushing, kicking, hitting, pinching or any use of violence.

Cyber– use of any form of technology, social networks, instant messaging to include emotional or verbal bullying.

Other– this may include deliberate damage of someone else's property or the taking of property without permission, for example pens, pencils or money.

Pupils who are bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting. Students must be encouraged to report bullying in school.

All staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

What do we do to prevent bullying?

- We have worked together to ensure that we all have an understanding of bullying.
- We make sure that every student knows that we do not tolerate bullying.
- We use every opportunity possible to talk about appropriate ways of behaving towards each other.
- We deal immediately with any complaints and deal firmly with anyone using bullying behaviour.
- We are aware of those who have been bullied and keep in contact with their parent/parents/carers.

How do we deal with bullying?

- We ask that all bullying incidents are reported to staff.
- We expect the bullying behaviour and threats of bullying to stop immediately.
- We will encourage the bully to offer an apology.
- We will try where possible to reconcile the students.
- We will try to help understand what the 'individual' feels like and so through empathy eradicate the situation.
- We will appropriately enforce sanctions against the bully.
- We will attempt to help the bully to change his or her behaviour.
- We discuss the incident with parent/parents/carers if applicable.
- Pupils who have been bullied will be offered support and steps will be taken to restore their self-esteem and confidence.
- We will, if necessary and appropriate, involve the police.

What can a student do if he or she is being bullied?

- Remember it is not your fault that you are being bullied.
- Tell someone you trust.
- Tell the bully to leave you alone and sound sure of yourself.

Remember, Creative will not tolerate bullying.