



CAMPBELL
COLLEGE

ESTD 1894

Anti-Bullying Policy

A Quick Guide for Students and Parents

This guide is shaped by previous good practice and the **Addressing Bullying in Schools (Northern Ireland) Act 2016**. It is only intended as a brief guide. The full anti-bullying policy, including exemplars of how bullying incidents may be dealt with is available from the College or on the College website.

MISSION

- To ensure that every member of the school feels valued and respected, has positive feelings about the school, can concentrate on work and is free from any intimidation.
- To tackle incidents of bullying systematically, consistently and effectively.

What is Bullying?

'Bullying is usually repeated behaviour that intentionally hurts, harms or adversely affects the rights and needs of another or others.'

What does bullying look like?

Bullying can take many forms, none of which are acceptable because they all involve an intention to cause physical or emotional harm. For example, bullying can be:

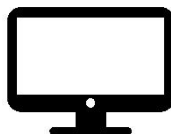
- **Physical**



- **Verbal**



- **Online**



- **The list above is not exhaustive.** Bullying behaviour can be any of the above, separately or together.
- Bullying may involve intentionally leaving someone out or excluding them.

- Bullying does not have to but will normally involve behaviour that is repeated.

What should you do if you experience bullying?

If you feel that you are experiencing bullying behaviour, we hope that you can approach any trusted member of staff such as your tutor or Head of Year. Alternatively, a parent or friend can tell us about it.

We have taken our definition of bullying from the Northern Ireland Anti-Bullying forum. You can access online advice and support through the Anti-Bullying Forum:

<https://anti-bullyingalliance.org.uk/tools-information/advice-and-support>

There are also useful resources to help you on the Wellbeing Hub on Firefly. These can be accessed directly at:

<https://campbell.fireflycloud.net/year-groups/wellbeing>

How will we deal with bullying?

There is no one way of dealing with bullying and we look to take an approach which leads to any student experiencing bullying behaviour feeling safe and happy in school. There are certain principles that we will apply to our approach. This means we will always aim to:

- **RESPOND** to the bullying taking place,
- **RESOLVE** the concern and
- **RESTORE** the well-being of all those involved.

All alleged bullying incidents will be considered by a Head of Year. Other people, such as your tutor or Head of Key Stage may also be involved in resolving incidents of bullying and restoring the wellbeing of those involved. A record of any incident of alleged bullying will be kept by the College as will any action taken.

Confidentiality

The College has a duty of care to all students, so confidentiality cannot be guaranteed when the information given could represent a safeguarding concern for any student. All information will be handled sensitively.

When will we act to deal with a bullying concern?

Behaviour may be unacceptable but not necessarily bullying. This sort of unacceptable behaviour will usually be dealt with through the Positive Behaviour Policy. Bullying will usually be something that happens repeatedly. Sometimes this is not the case and one-off incidents may be classed as bullying if they are particularly serious, for example a fight motivated by racial or sectarian discrimination. These sorts of incidents are very rare.

We will use the Anti-Bullying Policy to deal with incidents of alleged bullying that happen during the school day or whilst boys are in school uniform. However, this may be extended in the case of alleged cyber-bullying or if bullying occurs outside of school but could only have happened because of an incident or a relationship which started in school. **We are here to listen to you if there is anything that is making you unhappy – inside or outside of school. Dealing with bullying is just one element of the care we provide. We will always do our best to resolve any problems you are facing. If we can't help you, we may be able to direct you towards someone who can.**