



# Anti-bullying policy

## Aim

The anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at colleges.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)

Bullying also includes racial, religious, cultural, sexual/sexist, homophobic, disability and cyber (social websites, mobile phones, text messages, photographs and email)

Students who are being 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 from college. Bullying can cause psychological damage and even suicide. Students must always be encouraged to report bullying in colleges.

Colleges' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with college policy.

## Statutory duty of the College

The Principal has a legal duty under the Schools Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, agents, parents and students.

## Implementation

### *Colleges*

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Pastoral Manager

- ❑ The Vice Principal, Senior Member of Staff or Pastoral Manager or relevant staff will interview all concerned and will record the incident. The incident book is kept with the Pastoral Manager
- ❑ Tutors will be kept informed and if it persists the form tutor will advise the appropriate subject teachers
- ❑ Agents & Parents will be kept informed
- ❑ Punitive measures will be used as appropriate and in consultation will all parties concerned

### *Students*

Students who have been bullied will be supported by:

- ❑ offering an immediate opportunity to discuss the experience with a Personal Tutor or member of staff of their choice
- ❑ reassuring the student
- ❑ offering continuous support
- ❑ restoring self-esteem and confidence

Students who have bullied will be helped by:

- ❑ discussing what happened
- ❑ discovering why the student became involved
- ❑ establishing the wrong doing and need to change
- ❑ informing parents or guardians to help change the attitude of the student

The following disciplinary steps can be taken:

- ❑ official warnings to cease offending
- ❑ exclusion from certain areas of college premises
- ❑ Being placed on one of the College Discipline Stages
- ❑ minor fixed-term exclusion
- ❑ major fixed-term exclusion
- ❑ permanent exclusion

Within the curriculum the college will raise the awareness of the nature of bullying through sessions with Personal Tutors, House Assemblies, in subject areas and as part of the Personal Development Programme, as appropriate, in an attempt to eradicate such behaviour.

### **Monitoring, evaluation and review**

The college will review this policy annually - see front sheet - and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the college. Each November s group of students will work with a member of staff to produce an 'Anti-Bullying Charter' which will highlight key student concerns for each new student body