
ANTI-BULLYING POLICY



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INTRODUCTION

The College team, students and visitors have the right to live work and learn in an atmosphere that is free from harassment and fear. The safety and welfare of our students and our team is of the utmost importance and bullying of any kind is never accepted. All bullying is unacceptable, regardless of its form or which excuses are given to justify it. We promote mutual respect and tolerance. We support any one who feels they are experiencing bullying to resolve the situation and remove the behaviour.

PURPOSE

- To ensure a secure and happy environment, free from threat, harassment, discrimination or any type of bullying behaviour
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying
- To outline the commitment of the College to continuously improve to tackling bullying

SCOPE

The College has several Creative Learning Studios that provide appropriate, challenging, and meaningful study programmes, to increase employability skills. This policy relates to distance learning and e-safety across all aspects of the work of the College.

Any reference to 'College' in this policy means each of the above Creative Learning Studios.

Any reference to the College 'team' in this policy means all staff and volunteers working at each of the above Creative Learning Studios.

RELATED POLICIES

This policy should be read in conjunction with the following:

Safeguarding

Positive Student Behaviour and Management

Compliments, Comments and Complaints

Equality and Diversity

Distance Learning and E-Safety

Health & Safety

College Team Code of Conduct

Whistle Blowing

COLLEGE VALUES

Our values are to be Respectful, Responsible, Safe and Kind, are at the core of our values. They are reflective of expected behaviours and set the foundation upon which the College builds its culture.

DEFINITION

There is no legal definition of bullying. Bullying is a use of power and behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can be short term or happen over long periods of time. Bullying is anti-social behaviour that is never acceptable.

Bullying can take place anywhere and may be related to

- Race
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Disability
- Home circumstances
- Sexual orientation
- Gender

TYPES OF BULLYING:

Emotional:	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridiculing, humiliating, spreading rumours, insensitive jokes
Status:	Related to home-life and circumstances
Physical:	Pushing, kicking, hitting, pinching or any use of violence
Racial:	Racial taunts, graffiti, gestures
Sexual:	Unwanted physical contact, intimidation, sexually abusive comments or graffiti
Homophobic:	Because of, or focusing on, the issue of actual or perceived sexuality
Transphobic:	Behaviour or language that makes the individual feel unwelcome or marginalised because of their perceived or actual sexuality
Faith-based:	Because of or focusing on matters relating to religious ideology, belief or creed
Direct or indirect:	Name calling, sarcasm, spreading rumours, teasing
Cyber:	<i>“the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else”.</i> All areas

of internet, such as email and chat room misuse, technology such as camera and video facilities, iPad, games and consoles.

RESPONSIBILITIES

It is the responsibility of everyone working or studying at the College to promote mutual respect, fairness, and equality. Everyone should understand the issues around bullying, be aware of signs to look out for and know how to manage any incidents of bullying.

the College Governors

- review the anti-bullying policy and its implementation
- receive termly reports on incidences of bullying and subsequent actions taken through safeguarding monitoring procedures.

the College Lead

- monitors the implementation and effectiveness of our anti-bullying policy and procedures
- reviews this policy every year to make sure it is effective and up to date
- ensures the College team are aware of this policy and related documentation
- ensures a suitable approach to the prevention and tackling of bullying is in place at the College
- reviews all logged incidents and takes any necessary actions
- ensures effective communication with parents/carers is maintained with parents/carers
- reports on incidences of bullying and subsequent actions taken as part of regular monitoring by the College governors.

the CLS Lead

- is the first point of contact by team members
- ensures every incident is reported and recorded
- determines whether an incident should be escalated to a safeguarding concern and report
- liaises with other team members and external agencies where relevant
- follows up all reports
- informs the College Lead of all incidents and the actions taken.

the College Team

- ensure they are familiar with this policy and adhere to all relevant procedures
- always promote respect
- use College wide systems to report all incidents of bullying
- support all students directly.

The College students

- develop an understanding of what bullying is
- know what to do if they are worried someone is being bullied
- know what to do if they are being bullied.

BULLIES AND VICTIMS

Bullying takes place where there is an imbalance of power of bully over victim. This can be achieved by:

- Size and/or strength

- The numbers or group size involved
- Anonymity – through the use of cyber bullying (using email, social networking sites, texts etc.)
- The level of cognition, confidence, or emotional maturity of students

The College team must remain vigilant about bullying and approach this in the same way as any other category of safeguarding.

Students may not be aware or be able to articulate that they are being bullied. The team should be able to identify students who may be vulnerable and who could fall victim to bullying as well as those who may demonstrate bullying behaviour.

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage a person's mental health. Everybody has the right to be treated with respect. People who are demonstrating bullying behaviour need to learn different ways of behaving.

SIGNS AND SYMPTOMS

A person may indicate by signs or behaviour that he or she is being bullied.

Adults should be aware of all possible signs and should always report concerns immediately. There is no exhaustive list of behaviours that can indicate bullying, but bullying should always be considered as a possibility when there are concerns about a student.

Student safety is monitored through regular student questionnaires, parent/carer surveys and direct interaction between the College team, students, and their families.

PROCEDURE

Where bullying does occur, students and parents/carers are encouraged to report it. All reports will be followed up. The College:

- operates a reporting and recording procedure
- deals with all reports speedily, fairly and positively
- takes account of the evidence and all views
- provides anonymity for the victim whenever possible
- offers advice and support to the victim
- offers advice and support to the person/s demonstrating bullying behaviour, in order to support them to change their behaviour
- ensures that all involved are kept informed
- responds to bullying behaviours in line with The College Positive Student Behaviour and Management Policy.

When necessary the CLS Lead will inform other key team member and relevant external agencies.

The College team actively encourage students to respect themselves, each other, and their environment. The team regularly discuss bullying and develop students' confidence to discuss bullying. Expectations of behaviour are regularly reinforced. The team remain alert to the dynamics between students.

All members of the College team must record and report every incidence of bullying. The CLS Lead will be required to consider if the incident should be escalated to that of a safeguarding

concern/issue. In these circumstances the safeguarding reporting procedures should now be followed.

Racist, sexual, or homophobic bullying, and bullying related to religious belief or creed, must be reported directly to the CLS Lead who will then inform the Designated Safeguarding Lead (DSL).

Incidents involving an immediate threat to the safety of a student should also be reported directly to the CLS Lead, who will then inform the DSL.

All members of the College team have a responsibility to report general incidences of suspected bullying on a behaviour incident form.

Confirmed cases of bullying must be recorded and monitored by the CLS Lead. All incidents of bullying will be discussed with all relevant members of the College team and parents/carers of the students involved, in order to ensure that the incident is resolved positively and that vigilance against further bullying is maintained.

Incidents of bullying, as with other behavioural incidents, will be reported to the Board of Governors on a termly basis, unless the incident is of such a level that requires the immediate involvement of a Governor.

STRATEGIES AND SUPPORT

The team will implement suitable responses to bullying behaviour and deploy strategies to change the behaviour so that bullying does not recur. Responses to bullying are in line with the College Positive Student Behaviour and Management Policy.

Where criminal behaviour is suspected or confirmed to have occurred as part of the bullying incident, the Police will be informed.

Internal and/or external support may include:

- Restorative justice
- Counselling/mediation
- Peer support systems
- Direct teaching
- Work with parents and carers
- Work with relevant outside agencies.

WORKING WITH PARENTS/CARERS

We are always happy to hear any concerns parents/carers may have about their child's College experience. All concerns should be reported to the CLS Lead as soon as possible. Concerns must be recorded on a student behaviour incident form and continue to be monitored by the CLS Lead until resolved. During this time, the CLS will ensure the College Lead is fully apprised. Once resolved the entire case is stored on the student file and uploaded to the College central register.

In all cases, parents/carers will be informed and may be invited to meet with a member/s of the College team to discuss the reports and concerns. Any bullying behaviour or threat of bullying must be investigated and stopped quickly. Efforts will be made to help the bully or bullies change their behaviour. Please do not attempt to resolve the problem yourself, either by speaking to the person you think is the bully or their parents/carers.

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