



# POLICY

## ANTI-BULLYING

<b>DOCUMENT CONTROL</b>	
<b>SLT owner:</b>	<b>VP Quality &amp; Curriculum</b>
<b>Together with:</b>	<b>SLT</b>
<b>Date created/updated:</b>	<b>June 2006/September 2009/March 2011</b>
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<b>Initials of Assessor:</b>	<b>MJW</b>

### 1. AIM

The aim of 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 in college.

### 2. OBJECTIVES

- To define what is meant by bullying
- To make staff and students aware of possible signs of bullying, and their responsibility in reporting bullying
- To ensure that teaching, support staff and students are aware that incidents of bullying will be fully investigated and not tolerated

### 3. DEFINITION OF TERMS

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 four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)
- cyber-bullying (the use of ICT to deliberately upset someone else)

### 4. SIGNS OF BULLYING

Direct evidence – e.g. provided by the person reporting the bullying, records of emails, texts etc.

Students who are being bullied may also show changes in behaviour, such as becoming shy and nervous, or feigning illness. There may be evidence of changes in work patterns, a decline in concentration or absence from college.



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### **5. REPORTING AND DEALING WITH BULLYING**

Students are encouraged to report bullying when it occurs.

Teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with college policy.

The college anti-bullying procedures give more information about actions to be taken.