

# Anti-Bullying Policy

## 1) Objectives of this Policy

All Saints Educators (ASE) Anti-Bullying Policy outlines what the College will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole college community.

## 2) The College:

- ❖ Monitors and reviews the anti-bullying policy on a regular basis.
- ❖ Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- ❖ Ensures that students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; and that students abide by the anti-bullying policy.
- ❖ Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Encourage parents/ carers in turn to work with the college to uphold the anti-bullying policy.
- ❖ Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

## 3) Definition of bullying

**Bullying is “Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally”.**

Bullying can include: name calling, taunting, mocking, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or

degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

## 4) Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- ❖ Bullying related to race, religion or culture.
- ❖ Bullying related to special educational needs.
- ❖ Bullying related to appearance or health conditions.
- ❖ Bullying related to sexual orientation.
- ❖ Bullying of young carers or looked after children or otherwise related to home circumstances.
- ❖ Sexist or sexual bullying.
- ❖ Cyber bullying.

## 5) Preventing, identifying and responding to bullying

**The College will:**

- ❖ Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- ❖ Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience.
- ❖ Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the College Management.
- ❖ Train all staff to identify bullying and follow College policy and procedures on bullying.
- ❖ Actively create "safe spaces" for vulnerable children and young people.

## 6) Involvement of students

### The College will:

- ❖ Regularly canvas Students' views on the extent and nature of bullying.
- ❖ Ensure students know how to express worries and anxieties about bullying.
- ❖ Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- ❖ Offer support to students who have been bullied.
- ❖ Work with students who have been bullying in order to address the problems they have.

## 7) Liaison with parents and carers (if required)

### The College will:

- ❖ Ensure that parents / carers know whom to contact if they are worried about bullying.
- ❖ Ensure parents know about our complaints procedure and how to use it effectively.
- ❖ Ensure parents / carers know where to access independent advice about bullying.
- ❖ Work with parents and the local community to address issues beyond the college premises that give rise to bullying.

## 8) Monitoring & review, policy into practice

The College will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The College will use the guidance by the DCSF and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

## 9) Responsibilities

This Policy only works if it ensures that the whole College understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- College management to take a lead role in monitoring and reviewing this policy.
- Director of Studies, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Director of studies to communicate the policy to the students.
- Students to abide by the policy.

The named contact for this policy is: M S Bashir