

Student Anti-Bullying Policy

1. Introduction

- 1.1. The College Group is committed to keeping all students safe, 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 can affect anyone, the College Group has a zero tolerance culture to support this.
- 1.2. The College Group aims to support students who are being bullied regardless of whether the bullying takes place on or off campus.

2. Definition of bullying

- 2.1. Bullying is defined as deliberately hurtful behaviour, repeated over a period of time. 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 (using texts, phone calls, email or social networks for example).
- 2.2 For episodes causing significant harm, please refer to the College Group Safeguarding Policy as bullying and harassment over a sustained period of time is a safeguarding concern.

3. The impact of bullying

3.1. Students who are being bullied may show changes in behaviour, they are more likely to experience:

- depression and anxiety, increased feelings of sadness and loneliness, changes in sleep and eating patterns, and loss of interest in activities they used to enjoy
- health complaints
- decreased academic achievement and absences from College
- evidence of changes in work patterns

Students must be encouraged to report bullying in College.

4. Support

4.1. Students who allege they have been bullied will be supported by being:

- given an immediate opportunity to share their concerns with a lecturer or student tutor or member of staff of their choice
- given reassurance
- offered continuous support
- an individualised plan to support appropriate to the student's needs
- support by accommodation staff if the students are living in College managed accommodation

4.2. Where appropriate, we will encourage parental involvement to ensure a collaborative approach to the student's wellbeing.

4.3. Students who have been accused of bullying or have been found to have bullied another student will be supported to address concerns will:

- be dealt with as per the College Groups's behaviour management policy
- be discussed what has happened and reflect on their involvement
- include an individualised programme of support
- encourage parental involvement to support learner

5. How to handle an allegation of bullying

5.1. The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident must be responded to immediately by the member of staff who has been approached
- report the concerns as per the College Group's policies
- concerns will be investigated and reported under the referral system and the Group's Positive Behaviour Management Policy. Discussions and actions will be taken in accordance with the processes
- parents will be kept informed in accordance to the College Group's policies (taking into consideration students under 18 and vulnerable adults)

6. Monitoring of this policy

6.1. A report will be made to the Group Leadership Team on an annual basis.

7. Status of this policy

7.1. The policy was implemented by the Group Leadership Team in and supersedes all previous documentation.

- 7.2. The operation of this policy will be kept under review by the Group Director of Student Services and Pastoral Support
- 7.3. It may be reviewed and varied from time to time by the Group Leadership Team.
- 7.4. This policy has been impact assessed to ensure that it does not adversely affect students on the grounds of any protected characteristic.

Date approved: June 2019

Approved by: Group Leadership Team

Implementation Date: June 2019

Date for review: June 2021