



Student Anti-bullying Policy

Version	2.1
Effective Date	1 January 2018
Review Date	1 January 2021
Lead	Assistant Principal Student Services

1. Policy Statement

1:1 NewVIc does not tolerate any form of bullying or harassment. We are committed to creating a culture and environment in which students are treated equally, regardless of their nationality, race, gender, gender reassignment or identity, disability, sexual orientation (or perceived sexual orientation), age, religious or political belief or any other reason.

1:2 Every student should feel safe to learn and socialise. Students have the right to study at the college without fear of harassment, bullying, discrimination or victimisation. Students with Special Educational Needs and Disabilities (SEND) can be especially vulnerable to bullying. Students who identify as lesbian, gay, bisexual, or transgender (LGBT) can be targeted by their peers. In some cases, a student who is perceived by their peers to be LGBT (whether they are or not) can be just as vulnerable as students who identify as LGBT.

1.3 The college ethos plays a key role in creating a caring, inclusive environment in which bullying is not tolerated. We take measures to encourage good behaviour and to prevent all forms of bullying. We:

- Encourage values such as respect
- Model fair and respectful behaviour and leadership
- Challenge all forms of prejudice and promote equality
- Assure students that any disclosure of bullying will be dealt with
- Provide support for anyone who is bullied and education for any perpetrator of bullying
- Discourage students from colluding with bullying – bystanders and those who reinforce the bullying behaviour are contributing to it
- Will treat bullying between students that takes place off-site or electronically in the same way as bullying taking place on the college premises

2. Scope

The policy applies to all students enrolled on a programme of study in NewVIc. Every school/college must have measures in place to prevent all forms of bullying. Section 89 of the Education and Inspections Act 2006 provides that maintained schools/colleges must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the behaviour policy which must be communicated to all pupils, college staff and parents.

3. Policy Summary

The policy outlines the principles which underpin the college's approach to prevent bullying and provides a framework for dealing consistently with issues relating to bullying. It informs all members of the college community (students, staff, parents/carers and governors) about our zero tolerance of bullying. It establishes a consistency of approach to bullying and ensures that our response to bullying reflects our values. It supports safeguarding in maintaining a safe and purposeful learning environment.

4. Policy Details

4.1 Definition of Bullying

Bullying is behaviour by an individual or a group, repeated over time that 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 websites and social networking sites), 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.

4.2 We aim to prevent all types of bullying:

- Physical – e.g. hitting, kicking, and taking belongings.
- Verbal – e.g. name calling, insulting, racist remarks.
- Indirect – e.g. spreading malicious rumours, excluding individuals from social groups, bullying related to appearance, health conditions, race, ethnicity or faith
- Bullying related to sexual orientation, perceived sexual orientation and gender identity - homophobia and transphobia
- Cyber bullying
- Sexual bullying or harassment

(This list is an example and not exhaustive. Equivalent examples will be treated in the same way).

4.3 Cyber bullying

Cyber bullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of communication, repeatedly over time against victims who cannot easily defend themselves. There are many forms including:

- Bullying via websites
- Text message bullying
- Picture/video-clip bullying via mobile phone cameras
- Phone call bullying via mobile phone
- Email bullying
- Chat room bullying through instant messaging

4.4 Sexual bullying or harassment

Sexual harassment is 'unwanted conduct of a sexual nature' that can occur online and offline. The type of behaviour within a college environment that could constitute sexual bullying, or could contribute to an environment where sexual bullying is more likely to occur includes:

- Sexual comments, taunts and threats such as making lewd comments and calling someone sexualised names
- Inappropriate physical contact that makes the recipient feel uncomfortable or scared (this can include hugging and kissing)
- Distributing sexual material (including pornography); sending photos or videos of a sexual nature
- Making phone calls and sending texts or messages of a sexual nature
- 'Games' with a sexual element that may make a young person feel uncomfortable or scared (e.g. taking clothes off, kissing or touching games)
- Pressure to spend time alone or apart from others with another person, or people, that makes the person feel uncomfortable or scared (e.g. behind college buildings, in the toilets or changing rooms)
- Pressure to be in a relationship with another person, or to engage in a sexual act with another person, both inside and outside of college
- Sexism in all its forms; pressure to conform to particular gender 'norms' (e.g.

pressure on boys to have multiple partners, or pressure on boys and girls to be heterosexual)

5. Consequences of Bullying:

The lives of students who are bullied are made miserable; they may suffer injury; they may attend erratically; they may lose self-confidence; they are likely to underachieve educationally and socially. Many of the outward signs of bullying can be the same as other indicators of abuse such as:

- Non-accidental injuries (including self-abuse)
- Low self-esteem, unhappiness, fear, distress or anxiety
- If unchecked, others may come to see bullying behaviour as acceptable within the college. It is not unknown for victims to become bullies of younger or more vulnerable students than themselves. Bullying can and frequently does have long-term effects on victims which may affect their adult lives.

6. Prevention of Bullying

The college aims to prevent bullying of any kind both on and off the premises by:

- Creating a safe and inclusive environment
- Outlining our behaviour expectations of students
- Educating students about the importance of respect and the impact of bullying. This is done through campaigns, information and tutorial sessions.
- Ensuring staff are vigilant in identifying and addressing bullying
- Informing parents and the wider community about our stance on bullying

7. Roles and Responsibilities

7.1 The Principal is ultimately responsible for the well-being of all students and staff. All staff, students, parents and governors should be made aware of the policy alongside awareness being raised of the issues associated with bullying.

7.2 College staff have the following responsibilities:

Staff should be alert to any potential incident of bullying and intervene when instances are noticed. Staff should address minor incidents of disagreement in their roles as either support or teaching staff. Staff should:

- Take bullying seriously
- Make time to listen calmly to the student who has been bullied
- Agree an action plan with their consent
- Avoid humiliating the victim by taking actions which make them seem weaker, powerless or a 'grass/snitch'
- Help the victim become more resilient, by building up their self-confidence, emphasising their strengths and helping them to develop protective friendships
- Refer the student to the Youth Safety Team and/or Safeguarding & Welfare Team for support and to carry out a further investigation.

7.3 Students have the following responsibilities:

- To ensure their behaviour is in line with the college's principles; we respect, value and care for all members of our community.
- To show respect to others at all times and ensure that their behaviour does not offend or upset others, whether there is any intention of doing so.
- To report any instance of bullying to a member of staff immediately. This may be bullying that they are experiencing or that a fellow student is experiencing.
- To ensure that if there is a bullying incident to which they are witnesses, they do not gather round and are not bystanders; this may be seen as condoning the actions and they too may be disciplined.
- To see a Youth Safety Worker if they feel they need any help or support with bullying behaviour so that staff can work with them to overcome their concerns.

7.4 Parents/guardians have the following responsibilities:

- To report to the college if they feel that their child is being bullied or have concerns about bullying
- To be aware of and support the college's position on bullying
- To work in partnership with the college should a case of bullying involve their child
- Where possible, to contribute in the evaluation of bullying interventions, review of policy etc. through Parent Council.

8. Actions that can be taken:

Bullying is a serious offence in the college's Learning and Behaviour Policy. Following appropriate investigation and considering the circumstances and history any of these strategies can be applied:

- Permanent exclusion
- Mediation / restorative approaches
- Referral for counselling / victim support
- Written or verbal apology
- Continued individual monitoring of victim/bully
- Referral to external agencies e.g. counselling, Social Services, Educational Psychologist, Metropolitan Police School Liaison Team

9. Support

9.1 We support students who are bullied by:

- Providing different ways of reporting any case of bullying
- Responding to any case of bullying in a timely, efficient and fair manner
- Working with all parties in any bullying cases to help them resolve their problems and support them to succeed in all areas of their future at college
- Referral to external agencies as appropriate e.g. Social Services, Educational Psychologist, Metropolitan Police School Liaison Team

9.2 Staff should support the student who bullies by:

- Making it clear that it is the behaviour that is unwanted, not the learner
- Helping them to understand why they bully and how it makes them feel
- Helping them to understand the impact of bullying on the victim, their education and our community
- Helping learners to find other ways than bullying to feel recognised and to manage their emotions

- Trying to elicit some understanding of the feelings of the victim, and challenge any prejudice such as racism
- Agreeing ways they may make amends or compensate the victim for the distress caused, where safe and appropriate to do so
- Referring to external agencies where appropriate

10. Ways to report bullying – for students

10.1 Talk to:

- Any member of staff/tutor or teacher
- Youth Safety Worker (B256)
- Safeguarding & Welfare Adviser (B254)

10.2 Email:

If you feel awkward talking to a member of staff you can let us know by any of the following means youthsafety@newvic.ac.uk or welfare@newvic.c.uk

If you are the victim of homophobic or transphobic bullying or wish to receive confidential support for any matters relating to your own or others' sexual orientation you can email talk@newvic.ac.uk

11. Monitoring and Review

11.1 The effectiveness of the policy will be monitored by Assistant Principal Student Services.

11.2 This policy will be reviewed every three years. Where necessary, the review will be more frequent to ensure compliance with current legislation.

Related Documents

- Complaints Procedure
- Equality and Diversity Policy
- Health and Safety Policy
- Safeguarding and Child Protection Policy
- Learning and Behaviour Policy