
Newton Abbot College

ANTI-BULLYING POLICY

This policy reflects the ethos of Newton Abbot College and has been compiled and reviewed with the involvement of students, staff and Governors.

Newton Abbot College is committed to providing a caring environment for all students so they can experience college life in a secure and safe environment. Bullying of any kind is unacceptable at our College. If bullying does occur all students should be able to tell someone and know that incidents will be dealt with promptly and effectively according to these guidelines. Bullying can affect everyone, not just those directly involved but those who witness incidents. No one person or group whether **student, staff or any other adult** have to accept this type of behaviour.

This Policy, aimed at students, parents/carers, staff and governors, outlines types of bullying, how bullying can be recognised and the methods used to support victims in dealing with issues as effectively as possible. However, on occasions and at our discretion, it may be necessary to deviate from the Policy, given the individual circumstances.

1. **Bullying can be described as:**

- Deliberately hurtful behaviour usually repeated over a period of time.
- An imbalance of power which often results in a person feeling unable to defend or protect themselves.
- A conscious desire to hurt another person placing them under stress/duress.
- Refusal to recognise responsibility for clumsy social interaction.

2. **Types of bullying**

2.1 **Physical:-**

Punching, kicking, spitting, tripping, biting, hitting, pushing and any other uninvited physical contact and theft.

2.2 **Emotional/Psychological:-**

Being deliberately unfriendly - ostracism - leaving someone out of conversation/activities, threatening gestures, tormenting, theft, hiding or damaging personal belongings, spreading rumours. Most students involved in bullying will experience emotional distress to some degree.

2.3 **Verbal:-**

Spreading rumours, name calling, sarcasm, verbal threats (including messages sent by e-mail, text, social networking). Direct calls using mobiles or landlines including anonymous calls.

2.4 **Cyber:-**

Unacceptable use of technology to intimidate, threaten, harass or frighten typically via email, texts, social networking sites eg Facebook, Instagram, Snapchat, mobile phone (including camera/filming facility) both on and off College premises and outside College time.

2.5 **Sexual:-**

Gender related: Sexually abusive comments, unwanted or inappropriate advances, gesture or contact of a sexual nature. Inappropriateness/invasion of personal space designed to threaten, humiliate or coerce. Inappropriate use of webcam/camera facilities, filming, sexting, altered images. Comments against pregnant students.

LGBT (Lesbian, Gay, Bi-sexual, Transgender) related: Anything related to negative student perception of themselves and their sexual orientation including transsexuality and gender reassignment issues.

2.6 **Racist:-**

Any action or remark about ethnicity, religion, culture, racist taunts, threats or gestures.

2.7 **Gifted and Talented:-**

Negative references based on perception of high level of ability or effort regarding high achievers.

2.8 **SEND:-**

- Negative stereotyping
- Students are excluded from activity or subject to discrimination
- Treated less favourably than others
- Physical/mental health issues leading to discrimination

3. **Friendship issues/Bullying:-**

- Bullying is not falling out between friends after a disagreement, quarrel or argument (though in some cases this can lead to bullying).
- Bullying behaviour is not teasing between friends without intention to cause hurt.
- Coercion / persuasion can be subtle and result in pressuring to do something they don't wish to.
- Friendships are complex and occasionally there are changes to friendship groups that can be temporary or permanent. It is worth bearing in mind that some issues experienced by students are sometimes done without deliberate intention, that is a person has not realised how damaging their comments, use of language or actions have been.

4. **Students who are or think they are being bullied should:**

- Tell someone straight away 'If you want it sorted, get it reported'
- Be heard and understood
- Be proud of who they are – it's good to be an individual.
- Remember – it's not their fault.

- Try not to retaliate, this can make the situation worse.
- Be assertive and walk away.
- Be confident in the College's ability to deal with the situation.
- Keep a record of the incident.
- Remember to use 'Confide' (College on-line reporting system) if appropriate.
- Be offered support during and after the incident to be helped to seek solutions and feel empowered throughout the process.

5. Observers, witnesses and bystanders should:

- Take action, keep yourself safe, get help.
- Not stand there watching, as this makes the person being bullied feel worse. It can appear that you are siding/encouraging the bully.
- Report what you have seen to an adult (use 'Confide' if appropriate)
- If asked to write a statement – be honest and clear.

6. Students who engage in bullying behaviour should:

- Be heard and understood.
- Be enabled to understand the other person's point of view or situation.
- Be helped to learn to behave in an appropriate way so no further harm is caused.
- Have learning programmes and opportunity to develop their emotional skills and knowledge (use of anti-bullying materials).
- Be aware of any necessary sanctions that may need to be imposed working in conjunction with parent/carers.

7. The whole College community should:

- Challenge any behaviour considered to be of a bullying nature.
- Be clear about the anti-bullying stance the College takes.
- Celebrate the success of our anti-bullying work.
- Ensure that all members of the College community understand their role in challenging and reporting bullying incidents and the rights of every individual to feel safe.

8. Parents/carers should:

- Note any unusual behaviour and unexplained illness.
- Remain calm.
- Inform young person/Tutor of any concerns.
- Advise young person not to fight back or retaliate.
- Explain to young person that the situation is not their fault.
- Reassure the young person that they will be listened to and supported.

- Play their part in regulating their son/daughter's behaviour when not on College premises or in College time including monitoring of use of social media.
- Recognise the impact that such behaviours have within the learning community.
- Work collaboratively with College staff to resolve any issues that impact on learning in a negative manner.

9. How the College promotes anti-bullying messages:

- Assemblies
- Vertical Tutor groups – Tutors/Co-Tutors
- House system
- PHSE/Enrichment Day
- Subject areas, eg English, Drama, IT, Art, RS, History, etc
- Student Voice
- Inclusion, Learning Support, Student Support, Study Centre.
- Designated staff including Tutors.
- Co-Tutors, Heads of House and Patrollers.
- Behaviour for Learning (B4L) processes and procedures
- Student Leadership – Prefects, Anti-Bullying team; Buddies; Local Heroes; Principall Diana Anti-Bullying Ambassadors; Befrienders.

10. Dealing with bullying:

Instances of bullying vary immensely and are therefore dealt with on an individual basis, supported by evidence that is available. Where possible Staff will endeavour to find first hand evidence that backs up the allegations, allowing the issue to be dealt with quickly and avoiding any further unnecessary distress for victim.

11. Guidelines for Mediation and the Tutor's role:

- The member of staff witnessing or being told about the incident(s) should inform the victim's Tutor. Bearing in mind the immediacy of certain situations gather names of possible witnesses.
- Staff should be aware at all times of child protection issues.
- Confidentiality should not be promised.
- The tutor will then make a decision, as to whether the incident can be classed as bullying or not. If bullying is deemed to have taken place the incident will be passed onto Student Support. Otherwise, it should be dealt with by the Tutor.

When interviewing the students staff will:

- Listen objectively to what is being said.
- Encourage students to share what they are feeling.
- Ascertain who has been involved, including bystanders.

- Discuss with the victim(s) what they would like to see happen and arrangements for the future.
- Offer coping/preventative strategies if appropriate.
- Discuss reparation/compensation if property has been damaged/destroyed.
- Set a realistic timescale for investigating and reporting back to the victim(s) if appropriate.

The following approaches may be used as appropriate:

- Trying not to apportion blame, but rather approach the students in a non-confrontational manner with the emphasis on problem solving.
- Explaining you would like to talk to the student(s) as you are aware the student has been unkind to/causing problems for (name of victim). Asking the student(s) if they know how (name of victim) is feeling right now.
- Explaining that the bully(ies) bystanders are responsible for those feelings and this is not acceptable.
- Asking for suggestions to help the victim(s) feel better and to help solve the problem.
- If appropriate, arranging to see students again to see how things have improved.
- Contacting the parents/carers of those students involved, if appropriate.
- Inform relevant Head of House

12. If the bullying persists, this strategy may be combined with other positive interventions and targeted actions such as:

Peer mentoring; Peer mediation; Buddying; Befrienders; A class/Tutor group change after discussions with all involved; support from external agencies, eg NSPCC, Childline, etc, Circle of Friends/Social Skills workshops; whole College anti-bullying week as the beginning of an on-going campaign; the appropriate encouragement of peer disapproval; restorative work; counselling.

Any sanctions invoked following the incident(s) will be in line with College's behaviour policy – B4L.

13. Firmer sanctions

If necessary by liaison/negotiation with Student Support/CLT: removal from a group; Principals detention; withholding participation in College events which are not an essential part of the curriculum; internal/external exclusion; Police involvement.

14. This Anti-Bullying policy references Equality Act 2010 and all protected characteristics. At Newton Abbot College no one person or group, including staff, should accept bullying behaviour.