

ANTI-BULLYING POLICY

Bullying involves the wilful conscious desire, physically or mentally, to hurt, threaten or frighten someone. It is a form of anti-social behaviour which is unjustifiable. It is wrong and will not be tolerated within the College community.

Aim

To promote a supportive, caring and safe environment for students in which they will have no fear of being bullied.

Principles

1. The College will strive to maintain a caring community which promotes tolerance, mutual respect, courtesy, thoughtfulness and kindness.
2. The College seeks to ensure a high degree of collective vigilance in order to minimise opportunities for bullying.
3. College staff will receive training in the types and causes of bullying, its symptoms and the procedures established for dealing with it.
4. Established procedures are followed where the College has been alerted to possible bullying incidents.
5. The College will ensure that students, parents and staff feel confident that any complaints of bullying are taken seriously by keeping all concerned parties fully aware of the progress and outcome of any complaints while observing confidentiality.
6. The College will ensure that any complaints of bullying are dealt with promptly, consistently, sensitively and, where possible, discreetly.
7. A close working partnership between home and College is encouraged in the prevention, detection and elimination of bullying.
8. The College provides support and counselling for both victims and bullies.

What is bullying?

Bullying is a form of anti-social behaviour which causes someone else to feel hurt, threatened or frightened.

Bullying can be:

- Physical: pushing, kicking, hitting, punching and any other form of violence or threats of the same.

- Verbal: name-calling, sarcasm, spreading rumours, insults, persistent teasing
- Emotional: excluding (for example 'sending to Coventry'), tormenting, ridicule, humiliation
- Racist or religious: a racial or religious taunt, graffiti, gestures.
- Damage to property of theft: clothing, books or other personal property may be hidden, damaged or stolen.

Why do people bully?

Some people become bullies because they:

- Like the feeling of power
- Are selfish or spoilt and expect everyone to do what they say
- Feel insecure, inadequate or humiliated
- Have been abused in some way
- Are scapegoats or bullied at home
- Are under pressure to succeed at all costs
- Do not fit in with other students
- Feel no sense of achievement

The effects of bullying

Persistent bullying can result in:

- Insecurity
- Loss of confidence
- Depression
- Low self-esteem
- Shyness
- Poor academic achievement
- Isolation and
- Threatened or attempted suicide.

STEPS TO TAKE IF YOU ARE A VICTIM OF BULLYING

1. Contact your Personal Tutor/Course Manager/Year Manager immediately and discuss the problem, if necessary request a private meeting and give as much information as possible. Your complaint will be taken seriously and appropriate action will follow.
2. We will arrange a follow up appointment to discuss both the results of any investigations and the action taken.
3. Try to give the situation time to change.
4. If there is no improvement make an appointment to see the Deputy College Director. If you feel that the bullying incident is very serious, you may wish to speak to the Deputy College Director at the outset.

Procedure for Investigating Allegations of Bullying

1. Any reported incidents will be investigated as a priority by the accommodation Team or the relevant teaching team. All investigations will be conducted with discretion.
2. The report will be considered by College Management and an appropriate course of action will be decided on, in agreement with the victim where possible.
3. Parents will be kept fully informed where appropriate.
4. The College will provide support and counselling for both victims and perpetrators.