



Anti-Bullying Policy

Introduction

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through adulthood.

Bodywork Company is committed to providing a caring, friendly and safe environment for all of our students so they can train in a relaxed and secure atmosphere free from oppression and abuse. Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at the college and **will not** be tolerated. All students should feel able to talk about it and when bullying behaviour is brought to our attention, prompt and effective action will be taken. Students are made aware that they should feel able to report bullying immediately, know who to report it to and to feel safe.

What Is Bullying?

"Bullying behaviour abuses and imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008)

Bullying generally takes one of four forms:

- Indirect – being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or belongings).
- Physical – pushing, kicking, hitting, punching, slapping or any form of violence.
- Verbal – name-calling, teasing, threats, sarcasm.
- Cyber – All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities.

Although not an exhaustive list, common examples of bullying include:

- Racial bullying.
- Homophobic bullying.
- Bullying based on disability, ability, gender, appearance or circumstance.

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Why Is It Important to Respond to Bullying?

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving, and may be offered support to help them do this.

Bodywork recognises that we have a responsibility to respond promptly and effectively to issues of bullying.

Objectives Of This Policy

- All teaching and non-teaching staff and students should have an understanding of what bullying is.
- All teaching and non-teaching staff should know what the college policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the college policy is on bullying, and what they should do if bullying arises.
- As a college we take bullying seriously. Students should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Implementation

- If bullying is suspected or reported, the incident will be reported immediately by the member of staff who has been approached. Staff and students can report to the Head of Pastoral Care, Safeguarding Lead or Deputy or Course Leader.
- A clear and precise account of the incident will be recorded and the Principal will be informed.
- All concerned will be interviewed and the incident will be recorded.
- Relevant staff will be kept informed.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with Head of Pastoral Care or a staff member of their choice.
- Reassuring the student.
- Offering continuous support.
- Restoring self-esteem and confidence.

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Students who have bullied will be helped by:

- Discussing what happened.
- Discovering why the student became involved.
- Establishing the wrong doing and the need to change.

The following disciplinary steps can be taken:

- Official warnings to cease offending.
- Minor fixed-term exclusion.
- Major fixed-term exclusion.
- Permanent exclusion.

Within the curriculum the college will raise the awareness of the nature of bullying through inclusion in tutorials.

Monitoring, Evaluation and Review

The college will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the college.

Prevention

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Writing and implementing a set of school rules.
- Signing a behaviour contract.
- Setting up and sustaining a Student Support Scheme.

