

KING EDWARD VI COLLEGE

NUNEATON

PROCEDURAL STANDARD FOR

ANTI-BULLYING POLICY

Strategic Ownership:	Assistant Principal Student Support
Approved by SMT:	YES
Date Reviewed by JCC:	October 2012
Date Approved by Governors Sub Committee:	N/A
Date Approved by Governors Full Board:	13 th December 2011
Date Staff Informed:	October 2012
Date Impact Assessed:	This policy has been impact assessed and found to be compliant with the College's E&D statement and with most recent legislation
Date Uploaded to Staff Intranet/Website:	January 2013

Anti-Bullying Policy

This policy has been developed in consultation with students and staff and is based on up to date research and guidance on best practice

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Statement of Intent

King Edward VI College has a duty to encourage good behaviour and respect for others. To fulfill this, King Edward VI College aims to take a proactive approach to prevention, identification and dealing with bullying of all kinds. We are committed to providing a caring, friendly, safe and supportive environment for all our students. This culture should enable students to feel confident about disclosing bullying and clear about who they can disclose to.

This policy is intended to clarify our interpretation of bullying for all involved in the College and to define our expectations and approaches.

Bullying of any kind is unacceptable within the College. If bullying does occur, all students should be able to know with confidence that all incidents will be dealt with promptly and effectively.

The College is legally entitled, and will take seriously allegations of bullying by its students which happen outside College hours and off the College premises which are likely to impact on students feeling safe at college.

The College will remain compliant with its legal requirements to keep all its members safe.

Legal framework *

The Education and Inspections Act 2006 (Section 89) establishes clear responsibility on Colleges to;

- Prevent all forms of bullying amongst students
- Gives the Principal the ability to ensure that students behave when they are not on College premises or not under the lawful control of staff

The Equality Act 2010 establishes the responsibility of Colleges to;

- Eliminate unlawful discrimination, harassment, or victimization
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Children's Act 1988 establishes that;

A bullying incident should be addressed as a Child Protection concern

Although bullying itself is not a criminal offence many types of bullying fall under the remit of a series of offences such as;

- Harassment act 1997
- Malicious communication act 1988

*The College may in certain circumstances involve the police if the incident is serious and not quickly resolved. The criminal age of responsibility is 14 and many forms of bullying are legally seen as harassment, which can lead to serious criminal charges. Students should be reminded that a criminal record can be extremely prejudicial to life chances and preclude them from ever working in many professions, (and have to be disclosed on UCAS applications.)

Remit of Policy

To provide a working document for active use within the College

This policy will be reviewed annually to monitor its effectiveness and to allow any updating and changes to be incorporated. This policy works in conjunction with existing College policies particularly those related to Child Protection and Equality and Diversity and safe use of the internet

Statement of expectations

1. All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is
2. All governors, teaching and non-teaching staff should know what the College's policy is on bullying and follow it when bullying is reported
3. All students and parents should know what the College's policy is on bullying and what they should do if bullying arises
4. As a College we take bullying seriously. Students and parents should be assured they will be supported when bullying is reported
5. Bullying will not be tolerated

Definitions

Bullying is the use of aggression or harassment with the intention of hurting another person. Bullying results in pain and distress to the victim

Forms of bullying

Bullying can be:

- Emotional Being deliberately and openly unfriendly, excluding, tormenting, calling names, threatening gestures etc
- Physical Pushing, kicking, hitting, punching, or any use of violence

- Racist Racial taunts, graffiti, gestures. Racist language and insinuation
- Sexual Unwanted physical contact, or sexually abusive or suggestive comments
- Homophobic Because of, or focusing on the issue of a person's homosexuality, including the use of homophobic language or insinuation
- Verbal Name calling, sarcasm, spreading rumours, teasing etc
- Cyber Cyber-bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly and deliberately to upset someone else

The College will take particularly seriously bullying against vulnerable groups such as students with disability or learning difficulty.

The College will be particularly proactive in monitoring and identifying and dealing with circumstances that may lead to these types of bullying.

Supporting and involving students parents and carers

King Edward VI College aims to ensure that all students, parents and carers are clear about how to contact the College with a concern; and if they do so, that they feel heard and understood regarding fears they may have regarding a young person's experience within the College. The College intends that:

- All students and parents should know what the College's policy is on bullying and what they should do if bullying arises
- Students awareness of what constitutes bullying is raised through a planned programme of activities through the pastoral structure
- As a College we take bullying seriously. Students and parents should be assured they will be supported when bullying is reported
- Parents and carers should be assured that at all times staff of the College will endeavor to apply our anti-bullying policy to seek positive outcomes
- In the first instance, the College will seek to consult any person(s) that may be experiencing a form of bullying to discuss their preferred way forward and to deal with this discreetly within the College. In general, the College welcomes and encourages parental involvement, where this adds to the support of a young person affected by bullying, or will assist in dealing with a concern.

The extent of involvement or communication of information and concerns to parents/carer(s) will be discussed with the students affected, and staff should take account of the students' views and the potential benefits or implications

- At all times, the College and local interagency child protection procedures must be followed where there is a concern about the safety or welfare of a young person or child
- The parents/carers of students accused will also be helped in a sensitive and caring way as it can be shock to find out their child may be acting in inappropriate ways

Support Available

Within King Edward VI College there is a variety of help available. This includes:

- Personal Tutors
- Heads of Year (Via Student services)
- Subject Teachers
- Student Support
 1. ALS Co –ordinator (Room T-1)
 2. Counsellor
 3. Student Ambassadors.
 4. Student peer mentoring team.

All of these will work within the policy document guidelines

Code of Practice

Following a student reporting an experience of bullying, the following (where possible) should be followed:

Recording:

1. A written record should be made and kept and updated where-ever possible in the student's own words
2. The student (s) accused be informed of allegation
3. The student accused of bullying should be invited to write down their version of events
4. Discussions with both parties should be as fully documented as soon as possible after the event/s
5. Parents may be involved if the incident is considered serious enough to merit home contact.
6. The student Behavior Policy will be used if disciplinary action is required.
7. Each incident reported will be kept in a register of alleged bullying incidents in a secure file by the Assistant Principal (SS)

DHB – January 2012.

Incident (s)



Reported



Interview by Personal Tutor and /or Head of Year/ Counsellor / Child Protection Officer



Parental / carer involvement where this will support the process and individuals involved, by telephone in writing or with an appointment to visit the College for a discussion



Where applicable the College disciplinary procedures will be followed



Ongoing support will be offered to individuals involved



IF INCIDENTS CONTINUE

A meeting with the Assistant Principal (Student Support) will be arranged to discuss a formal plan of action



The formal plan of action will be regularly reviewed by a named member of staff to monitor progress.