



Anti-Bullying Policy

Document Control

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1. STATEMENT OF INTENT

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable. We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively.

2. A DEFINITION OF BULLYING

There is no legal definition of bullying. Bullying is usually described as being behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally.

Bullying can take many forms (for instance, cyber- bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Stopping violence and ensuring immediate physical safety is our first priority but emotional bullying can be more damaging than physical.

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside college. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. The college have wider search powers included in the Education Act 2011 to give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones. Homophobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual, transsexual people, or anyone questioning their sexuality (LGBTQ+).

Where bullying outside college is reported to college staff, it will be investigated and acted on. The Lead of Provision will also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a student. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Bullying can be:

- Physical (hitting, kicking, theft)
- Teasing
- Making threats
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)

Some warning signs that a student is being bullied:

- Changes in academic performance.
- Appears anxious.
- Regularly feeling sick or unwell.
- Reluctance to come to college.
- Clothes/bags torn or damaged.
- Money/possessions going missing.
- Unexplained cuts and bruises.
- Unexplained behaviour changes e.g bad-tempered, tearful, unhappiness.
- Loss of appetite, not sleeping, weight loss.
- Seen alone a lot.

- Not very talkative.

Some reasons why people bully:

- Desire to appear powerful
- Unhappiness
- Feelings of inadequacy
- Difficulties at home
- Learned behaviour (they too have been bullied)

3. HOW WE SET THE RIGHT ETHOS OF A BEING A 'TELLING' PROVISION

A 'telling' provision is one where students do inform staff when bullying is taking place. If students who feel they are being bullied are to tell us about bullying we must work together to create an atmosphere of trust.

'Victims' must know that their concerns will be taken seriously and recognise that investigations take time. We must also make it as easy as possible to report bullying.

If this is to happen, then everyone on the site has a responsibility to ensure that we live by our core values and that we all set a good atmosphere around the college. We want to make it clear that this responsibility includes:

- Promoting an open and honest ethos that ensures that all members of the college community know about and agree with our stance on bullying.
- Ensuring that all staff exhibit positive behaviours, demonstrate our Core Values and become positive role models to students.
- Treating other people with respect at all times.
- Doing nothing that could be construed as bullying.
- Doing nothing that could be construed as supporting bullying. This includes relaying distressing messages, relaying threats, laughing at bullying, watching a fight.
- Reporting to the correct member of staff any bullying we witness or any behaviour which we feel could escalate into bullying.
- Engaging students in reviewing and developing our anti-bullying practices.
- Analyse available data to ascertain how the school environment and the journeys to and from school can be improved. Procedure for dealing with complaints of bullying.

4. THE PROCESS OF DEALING WITH BULLYING

Any allegation of bullying is investigated immediately by whoever receives the allegation.

- Could the incident have occurred?
- Are there any witnesses?
- Has the alleged bully been involved in bullying before, either of the same child/ren or of someone else?
- Ask other members of staff who may be able to offer information or insights.
- Speak to all children involved individually and note in writing what they say.

If there is no conclusive evidence that the incident was bullying it should still be reported to the Lead of Provision (or Executive Lead of Provision in her absence) and a record kept of all involved.

If bullying has occurred it should be reported immediately to the Lead of Provision

- The victim will be reassured.
- The Lead of Provision will make every effort to immediately contact the parents of the bully by telephone to give an account of the incident and what measures the school intends to take.
- The Lead of Provision will make every effort to immediately contact the victim's parents by telephone to give an account of the incident and action taken by the college.

- The bully will be warned that any further bullying of the same child or other children may warrant parental involvement and could, in certain circumstances, lead to 'exclusion'.
- Any other appropriate form of punishment may also be given in line with procedures set out in the college's Behaviour Management Policy.
- The class teacher will be asked to monitor those involved and the Lead of Provision, class teacher and Learning Mentors will endeavour to reassure and check on the victim regularly after the incident, giving them the opportunity to share if the bullying is continuing.
- The incident is recorded (via the SIMS system) and any notes or additional information kept.

In the event of further incidents of bullying or in the case of a serious level of bullying:

- The bully's parents will be informed of the incident and an appointment made for them, to come into school to discuss evidence and subsequent further action.
- The Lead of Provision will make every effort to immediately contact the victim's parents by telephone, and where unable to do so will leave a message inviting parents to come into college to discuss the incident and action taken by the college.
- Each incident will then be dealt with individually, depending on what has occurred and the support offered by the bully's parents.
- Severe bullying could lead to exclusion but, in all instances, the future behaviour of the bully will be closely monitored.
- The victim will be closely supported and regular contact maintained with the parents.
- The victim will be encouraged to choose a particular 'buddy', in order to offer additional peer support.
- Any identified 'bully' will be required to show 'reconciliation'.
- Parents of victims and perpetrators will be offered separate appointments whilst investigations take place.

5. PROVISION FOR CHILDREN WITH SPECIAL EDUCATIONAL NEEDS

The Learning Mentor and Pastoral Support will liaise with teachers and the Lead of Provision in the event of any perceived suspicion of bullying. In the event of a bullying incident a child on the school's SEN list will be given the opportunity to give a clear and dated account of what happened in a way deemed appropriate by the child. This may involve a named teacher, learning mentor, pastoral, friend, or parent being present to offer support.

6. PROVISION FOR STAFF

All staff are involved in the formulation and review of the school's policies and procedures for Anti-Bullying, Behaviour Management and Whistle blowing.

7. ROLES AND RESPONSIBILITIES OF PARENTS/CARERS

In order to support the work of the school we ask that parents/carers:

- Inform the class teacher of any concerns or incidents as soon as possible;
- Attend meetings in college to discuss their child's behaviour and support action taken by the college
- Support the implementation of the college's Anti-Bullying Policy and Behaviour Management Policy.

8. RESPONSIBILITY FOR MONITORING THE ANTI_BULLYING POLICY

8.1 Drug-related incidents include any or all of the following:

- Drugs or drugs paraphernalia found on college premises;
- Learners in possession of illegal or unauthorised drugs;
- Learners supplying unauthorised or illegal drugs;
- Learners under the influence of drugs, or exhibiting signs of intoxication or illness;
- Disclosure of drug use;

9. RIGHT TO SEARCH

All incidents worthy of note are collated by the Lead of Provision and an overall record is kept of incidents to enable trends to be monitored