



# 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 our students so they can learn in a relaxed and secure atmosphere. If bullying does occur, all students should 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 Head of College 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
- Always treating other people with respect
- 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 Head of College and a record kept of all involved.

If bullying has occurred, it should be reported immediately to the Head of College.

- The victim will be reassured
- The Head of College 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 Head of College 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 Head of College, 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 on CPOMS 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 Head of College 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 Head of College 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 Whistleblowing.

## **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 Every report of poor behaviour or bullying must be entered and recorded in accordance with the provisions internal system and process.

When implementing this policy, every student should be encouraged to understand that:

- Every report of bullying and poor behaviour will be taken seriously
- A student who complains will receive support and advice and in many cases the problem can be dealt with on a no names basis

- The primary aim will be for the bullying/poor behaviour to cease, not the punishment of the bully unless this is necessary

8.2 The provision may decide to use a restorative approach to solve the problem between students, but it is the victim who will select whether this takes place or not.

8.3 The provision will inform parents/carers as to what has happened so that they can give their support. Where the provision staff feel that the student may be unsafe or vulnerable because of telling parents (for example of transgender or homophobic bullying) the staff will tackle the incident themselves with the help of specialists. The provision staff must ensure that the Designated Safeguarding Lead (DSL) is made aware in these circumstances and all information is recorded on CPOMS.

8.4 All incidents worthy of note are collated by the Head of College and an overall record is kept of incidents to enable trends to be monitored.