

Anti-Bullying Policy

Sept 2021

Version 4

1. Scope

This policy applies to all staff at Expanse Learning College (Hereafter referred to as the College).

2. Aim

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.

All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is. All governors and 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 and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

3. Why do we need an Anti-Bullying Policy?

Persistent bullying can severely inhibit a person's ability to learn effectively. The negative effects of bullying can have an impact on a person for their entire life. This College wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour. Therefore, this policy promotes practices within the College to reinforce our vision, and to remove or discourage practices that negate them.

4. What is Bullying?

The Department for Education (DfE) defines bullying as: "Behaviour by an individual or group, usually repeated over a period of time that intentionally hurts another individual or group either physically or emotionally"

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can take many forms including:

- Physical bullying which can include kicking, hitting, pushing and taking away belongings;
- Verbal bullying which includes name calling, mocking and making offensive comments;
- Emotional bullying which includes isolating an individual or spreading rumours about them;
- Cyber-bullying where technology is used to hurt an individual – for instance text messaging or posting messages or images on the internet or any form of social media
- Racist bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- Sexual bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
- Homophobic and biphobic bullying occurs when motivated by a prejudice against lesbian, gay or bisexual people.
- Transphobic bullying occurs when bullying is motivated by a prejudice against people who identify as trans
- Disablist bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
- Sexist bullying occurs when bullying is motivated by a prejudice against someone because of their gender

It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone.

5. Signs and Symptoms

Students who are being bullied, may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. Adults should be aware of these possible signs and that they should investigate if a student:

- is frightened of walking to or from college
- doesn't want to go on their usual transport or public transport or asks to be driven to college
- changes their usual routine, is unwilling to go to college, begins to truant
- becomes withdrawn anxious, or lacking in confidence, attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares or stops eating
- feels ill in the morning, begins to do poorly in college work
- has possessions which are damaged or go missing
- asks for money or starts stealing money or has dinner or other monies continually lost
- becomes aggressive, disruptive or unreasonable or has unexplained cuts or bruises
- is bullying other children or siblings
- is frightened to say what's wrong

- is afraid to use the internet or mobile phone or is nervous and jumpy when a cyber message is received
- gives improbable excuses for any of the above

This is not an exhaustive list. These signs and behaviour could indicate other problems, but bullying should be considered a possibility and should be investigated.

6. Positive Action

Education to prevent bullying will be provided to all students during their time at the College and appropriate behaviour will be reinforced during lessons and around the College site. Curriculum opportunities are used to address bullying through:

- Subject areas e.g. English, Maths, Employability, Independent Living, Health, Community Inclusion
- Enrichment e.g. National Anti-Bullying Week – November, National Safer internet day February
- Tutorial activities and Peer support – Students are encouraged to develop and understand: Patience, Empathy, Co-operation, Understanding
- British Values: Mutual respect, Democracy, The rule of the law, Individual liberty, Tolerance of those of different faiths and beliefs

7. How to get help

Who students can talk to if they have any concerns about bullying?

- Tutor
- Instructor
- Teaching Assistants
- Pastoral Support Staff
- College Manager

Students who have been bullied will be supported by:

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

Students who have bullied will be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrongdoing and need to change
- Informing parents or guardians to help change the attitude of the student

Responses will vary depending on the nature of the incident, but may include:

- Counselling
- Involvement of external agencies
- Monitoring by Tutor / College Manager
- Peer support
- Formal recording
- Use of Behaviour Policy
- Liaison with parents/carers/other services

8. Staff Responsibilities

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to the College Manager and Designated Safeguarding Lead as appropriate
- To record and manage using appropriate system and documentation
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To implement appropriate procedures for a member of staff
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within the College and relevant outside agencies when appropriate
- To model the values our College believes in from the mission statement

- To promote the use of interventions which are least intrusive and most effective.

9. Anti-Bullying Strategies

- Regular promotion of anti-bullying will be embedded into the College's curriculum.
- Where relevant, use of CCTV within the College grounds to help with the prevention of bullying.
- Anti-bullying training for all staff
- A dedicated reporting system for any incidents of bullying
- One to one counselling
- Strong teacher-student relationships so students feel comfortable in reporting any issues
- Information leaflets for students and parents about E-Safety

10. Anti-bullying advice to Parents / Carers

A great deal of bullying is **CYBER-BULLYING**. Please regularly monitor your son/daughters use of texting, Facebook, Twitter and other social media sites. Access to these is out of the College's control when your child is not in college

TALK to your son/daughter on a regular basis, so any problem is easier to share

LISTEN to what son/daughter say

ENCOURAGE your son/daughter to feel good about themselves, realising that we are all different and equally important.

If you believe your child is being bullied, or is a bully, talk to other adults at home or at college and explore the options.

DON'T STAY SILENT if your son/daughter is a victim assure them that it is not their fault and that you are going to do something to help. Be realistic in your expectations, sometimes on-going problems can take time to resolve

TRY to be co-operative with our college and not be aggressive. Without a good working relationship between parents and the College, the situation could deteriorate, which won't help you or them

ALWAYS remember that your son/daughters can't solve bullying on their own.

They **NEED** the support of parents/carers and our college

REMEMBER – IT IS NOT YOUR CHILD'S FAULT

11. Monitoring arrangements

This policy will be reviewed every 12 months but can be revised as needed; the college will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the college.

Impact of non-compliance:

Staff:	Disciplinary action, prosecution
Student:	Suspension, Temporary Exclusion, Permanent Exclusion
Legislation/organisational:	Reputational damage, litigation, statutory and non-regulated compliance. prosecution
Compliance lead:	Headteacher/Director of College
Policy Reference:	ELCO-POL-OPR-016
Version:	4
Agreed policy location:	DatabridgeMIS and Company Webpage
Does the policy require Governor approval?	No

Approval

Prepared by Karl Wane 01/09/2021  Director of College Post 16 Education	Approved by Tony Brown 01/09/2021  CEO	Counter Signatory Scott Roberts (Assoc. CIPD) 01/09/2021  Head of corporate Services
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Version Control

Version	Date	Revision	Review Date
1	04/01/2019	First Issue	03/01/2020
2	04/02/2020	Transferred to new policy template	31/08/2020
3	01/09/2020	Policy Reviewed and transferred to new template	31/08/2021
4	01/09/2021	Policy Reviewed	31/08/2022
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