

Frome College Anti-Bullying Policy (Draft)

To be ratified by Students, Families and Community Committee October 2017

Aims of the Policy

- To make Frome College a place where students and staff feel happy, secure and confident in all aspects of College life.
- To ensure everyone knows what is meant by bullying and how it affects lives.
- To create an environment where all individuals can participate in the life of the College.
- To support and guide students and staff to enable them to feel confident to manage conflict.
- To ensure parents are aware of the College policy and feel confident about procedures to be followed if they suspect their child is being bullied.
- To ensure students know what to do if they feel they are being bullied

Rationale

As a College we believe all students have a right to work in a happy and caring environment in which they feel valued, safe and accepted.

Occasionally incidents of bullying, intimidation or harassment can prevent a member of our community from enjoying their basic rights. The emotional distress caused by bullying in whatever form can prejudice College achievement, lead to lateness or unauthorised absence or, in extreme cases, ill health.

Bullying is the wilful, conscious desire to hurt or threaten or frighten someone else and can be physical, verbal or psychological. Examples of physical bullying include hitting, kicking or theft. Verbal bullying can be name-calling or racial taunts. Whilst indirect bullying includes spreading rumours and excluding someone from a social group, it can be defined as the perceived aggression by one or more students towards one or more other students.

Specific types of bullying include: bullying related to race, religion or culture: bullying related to special educational needs or disabilities: bullying related to appearance or health conditions: bullying related to sexual orientation; bullying of young carers or looked after children or otherwise related to home circumstances; sexist or sexual bullying.

The law empowers the Head Teacher of a School to regulate the behaviour of students when they are off the College site (which is particularly pertinent to regulatory cyber bullying) and empowers members of the College staff to impose disciplinary penalties for inappropriate behaviour.

Cyber bullying can be defined as the use of Information and Communications Technology, particularly mobile phones and the internet, deliberately to upset someone else.

- The use of mobile phones is limited at Frome College. Students may bring a mobile phone to College but are not allowed to use them during the College day for any reason. Sixth Form students are permitted to use mobile phones and other personal devices in College; however their use is restricted to the Common Room.
- iPads/tablets are to be kept in bags unless instructed to use them by the teacher.

- If an incident of cyber bullying takes place within the College, steps are taken to identify the harmer and appropriate consequences are put in place which may, in serious incidents, involve the support from the police.

Homophobia

Responding to Homophobic bullying is part of our anti-bullying work at Frome College. Homophobic bullying is identified as when bullying occurs because of prejudice against lesbian, gay or bisexual people.

Frome College has a legal duty to ensure homophobic bullying is dealt with in College.

Homophobic bullying can include:

- Verbal abuse
- Physical abuse
- Cyber bullying

Homophobic language will be challenged at Frome College and appropriate consequences will follow.

Religion and Culture

- The term racist bullying refers to a range of hurtful behaviour both physical and psychological that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, culture, faith, community, national origin or national status.
- Students are encouraged to report any form of racial incident which will be logged and details sent to the Local Authority.
- Appropriate consequences will follow a racial incident. Restorative approaches may well be used, if appropriate, to develop the harmer in understanding the feelings of the harmed.

The aim of our College anti bullying approach and interventions will be to:

1. Prevent, de-escalate and/or stop any continuation of harmful behaviour
2. React to bullying incidents in a reasonable proportionate and committed way
3. Safeguard the student who has experienced bullying and ensure students are supported

All staff will be alert to the signs of bullying and will act promptly and firmly and follow the procedures in accordance with our policy.

During a student's career at Frome College we will encourage them to develop the self-discipline necessary to maintain acceptable levels of behaviour towards the community. They will be encouraged to accept responsibility for their actions and be aware of the consequences of their behaviour. Students must not be afraid to report problems and have the confidence that something positive will be done.

The Tutor Programme and assemblies will provide the opportunity for students to explore their feelings and give them the self-confidence to develop their assertiveness skills.

Procedures for dealing with incidents of bullying (See Appendix 1)

1. Collect details using the 'Witness Statement'

Ask the following questions to both parties:

- What happened?
- What were you thinking at the time?
- What are you feeling at the moment?
- What do you think needs to be done to repair the harm?
- Who do you think has been affected by the actions?

2. Member of staff involved to discuss with the appropriate Head of House/Head of Faculty and Tutor to identify the appropriate way forward.

a) Low level incident

Member of staff to work with the harmer and the harmed to resolve the issue.

b) Higher level incident

Follow the procedure as identified on the flow chart.

3. Complete referrals and pass to appropriate Head of House/Head of Faculty or member of the Senior Leadership Team.

- A serious incident could result in a fixed term exclusion
- A very serious incident could result in permanent exclusion which is the decision of the Principal
- The parents may wish to involve the Police

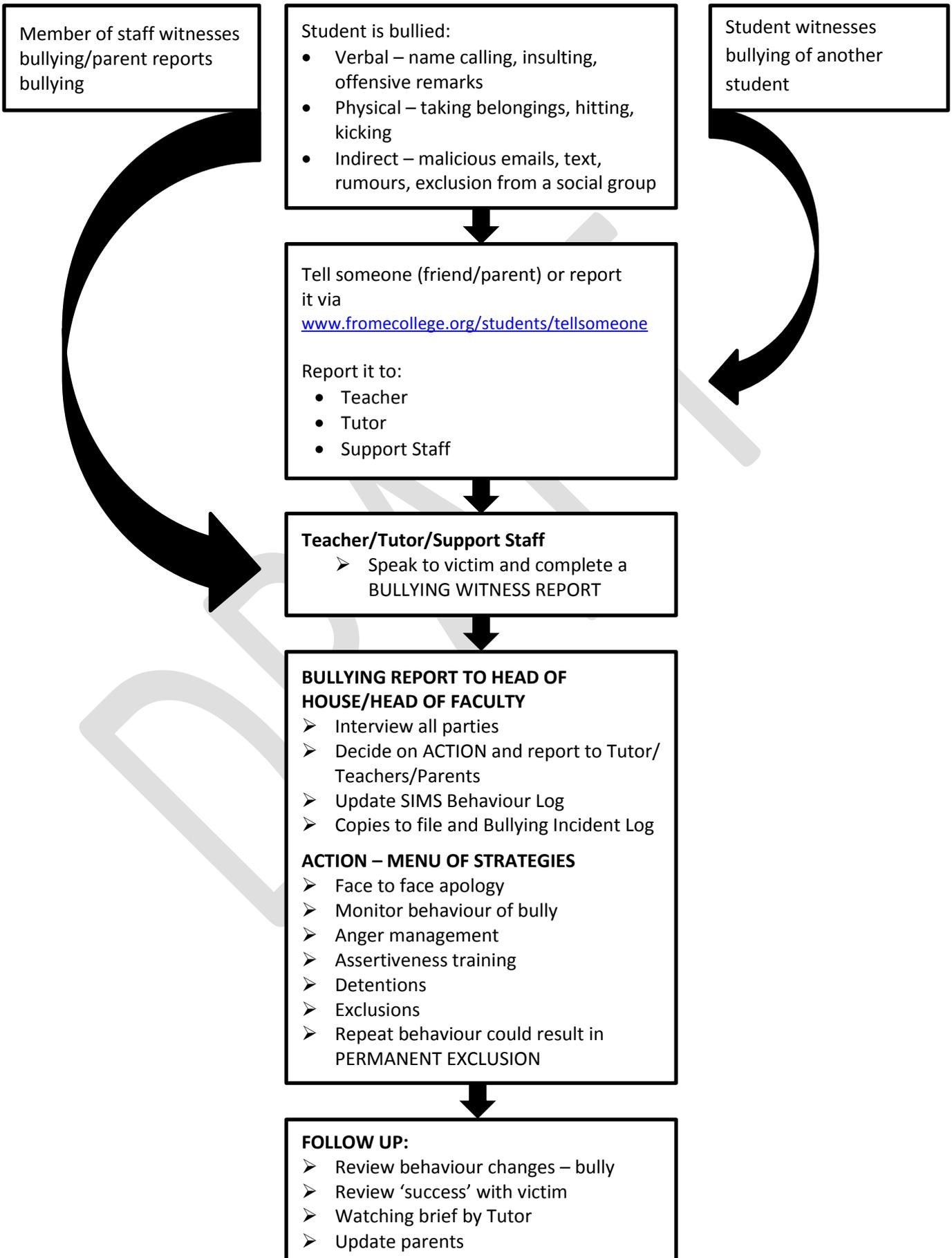
COLLEGE EXPECTATIONS

- Students will be taught that bullying is unacceptable at College and within the community
- The College seeks to establish a culture of care and respect for one another
- Staff should be alert to the possibilities of a bullying incident
- Students will be encouraged to tell and staff will listen
- All incidents will be investigated and appropriate action taken
- Staff will work restoratively in dealing with incidents
- Bullying is discussed openly in assemblies, tutor periods and lessons. Resources such as videos, outside drama groups and speakers are used
- Students, parents and staff will be made aware of the College's approach to bullying and the College's anti-bullying policy
- Students are involved in the monitoring and evaluation of the College's anti-bullying and positive behaviour policies through the House Councils and the Student Leadership teams

Parents:

- Will be encouraged to contact the Tutor or the Head of House/Head of Faculty if they suspect that their child is being bullied without fear of 'making things worse'
- Will feel confident that incidents will be carefully investigated

Appendix 1: CHECKLIST AND PATHWAY – BULLYING NOTIFICATION



BULLYING REPORT
Witness Statement

Name of person making this statement	Who is being bullied?
When did this take place?	
Time:	
Where were you when it happened?	
Who was the person doing the bullying?	
If more than one, who would you say was the worst or the ring leader?	
Who was with YOU when it happened?	
Was there anyone else who may have seen or heard what happened?	
Has the person bullied before? If YES, when?	

Describe, as best you can:

- What happened?
- What were you thinking at the time?
- What are you feeling at the moment?
- What do you think needs to be done to repair the harm?
- Who do you think has been affected by the actions?

Have you reported this to anyone else? If YES, to whom? When was this?

Did they say they would do anything? If YES, what did they say they would do and by when?

Signed

Date

Member of staff taking statement