

ANTI-BULLYING POLICY

1. Purpose

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.

2. Policy

Bullying of any kind is unacceptable at our college. In line with the Keeping Children Safe in Education 2022 guidance and college safeguarding and child-on-child abuse policies, if bullying does occur, all students should be able to report incidents, knowing they will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell a member of the college staff. If a student feels that they are being bullied by a member of college staff, they should be aware of the procedure they can follow to address the problem.

- The senior management team, trustees, teaching staff, non-teaching staff and students understand what bullying is.
- The senior management team, trustees, teaching staff, non-teaching staff and students will know what the college policy is on bullying and follow it when bullying is reported.
- All students will know what the college policy is on bullying, and what they should do if bullying arises.
- Callywith College takes bullying seriously. Students and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Whilst there is no legal definition of bullying, Callywith College adopts the government guidelines as behaviour that is usually:

- repeated (but can be a single incident)
- hurtful to someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include, but is not limited to:

- physical assault
- teasing
- making threats
- hate speech
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

Certain acts of bullying, such as discriminatory bullying, cyberbullying and bullying which is prejudice-based, may also be defined as child-on-child abuse and will be addressed in accordance with our **child-on-child abuse policy**.

The college has a responsibility to respond promptly and effectively to issues of bullying.

3. Implementation

It is the responsibility of all staff to recognise that all young people can be bullied, and it can take a variety of forms. It is about how the affected person is made to feel, and staff members are likely to be the first person to notice any changes in behaviour or presentation. These changes or signs may be overt, as a student might bring an incident of bullying to you, or less obvious and non-verbal. All concerns should always be followed up immediately.

These changes or signs could indicate other problems, but bullying should always be considered a possibility and investigated accordingly.

All Callywith College staff will:

1. Report suspected bullying incidents using the **safeguarding referral form**. The DDSL (Deputy Designated Safeguarding Lead) /Safeguarding Officer will then involve the necessary staff members, e.g., PDT (personal development tutor), PTL (programme team leader), SMT. However, if there is an injury or immediate risk to their personal safety, a first aider and/or member of the safeguarding team should be alerted immediately.
2. The staff member/s who receive the referral from the DDSL (Deputy Designated Safeguarding Lead) or Safeguarding Officer must then **speak with all those involved**, including the student possibly experiencing bullying, those accused of bullying and any known witnesses. Regardless of the actions taken, this staff member must ensure that the parents/carers of all parties are made aware of the incident.
3. Depending on the outcome of these discussions and the severity of the incident **one of the following actions will be taken**:
 - Informal staff-led mediation to support resolution between those involved and acknowledgement of bullying behaviour.

OR

- Formal disciplinary action in line with the **behaviour policy**. This could include a meeting or contact with parents/carers, and if necessary and appropriate, the police will be consulted.
4. If any student involved in the incident, or their parent/carer, **feel the outcome was not effective or appropriate**, they must speak to the SMT/ DSL/DDSL/Safeguarding Officer.
 5. All incidents, alleged or otherwise, **MUST be logged on CPOMS** by a member of the safeguarding team.

At Callywith College we promote a zero-tolerance culture in relation to bullying. In addition, as part of our extensive and broad-ranging pastoral support, we aim to educate, advise and support students on the forms bullying can take and its impact on others. This includes:

- Signing a student code of conduct/learner agreement (part of the induction process).
- Having guided and interactive tutorial sessions about bullying.
- Having clear guidelines on 'what to do if you are being bullied' around the campus.
- Providing services to students who need additional support.
- Having access to a personal development tutor (PDT), alongside other emotionally available adults within the student services team, from whom they can seek support and guidance in relation to this.
- A culture of openness, whereby all students can talk to any member of staff and key staff within the college have undertaken trauma informed school training.
- A designated safeguarding email inbox where all students can raise concerns in relation to bullying.

4. Associated Documents:

- Behaviour policy
- Child-on-child abuse policy
- Safeguarding policy
- Complaints policy and procedure
- Student Code of Conduct

5. Monitoring, Review and Evaluation

Effective monitoring will allow Callywith College to conduct impact assessments to review the effectiveness of the anti-bullying policy.

- Regular review of the bullying log to identify potential themes or patterns of bullying.
- Outcomes of bullying log reviews to inform tutorial/pastoral teaching.
- Regular individual tutorial sessions for students to report incidences.
- Tutor training and updating support by the student services team.
- Regular learner voice meetings conducted by SMT.
- Monitoring the college complaints and appeals procedures.