

ANTI-BULLYING POLICY

Statement of Intent

Derwen College is committed to providing a supportive, friendly, safe and positive environment free from offensive behaviour, to help each student achieve their learning goals and get the most out of their experience of College life. Every student should feel safe to learn and socialise and be safe from victimisation and discrimination at College.

Bullying of any kind is not tolerated at Derwen College. If it does occur, students are urged to voice their grievance in the secure knowledge that incidents will be dealt with promptly and effectively. We encourage both those who are being bullied and those who are aware of bullying, to inform a member of staff.

What is bullying?

Bullying is the abuse of power and the use of aggression with the intention of hurting another person. Bullying can occur due to a lack of mutuality i.e. when verbal banter or physical antagonism by one student is unreciprocated by another student. Bullying results in pain and distress to the person being bullied and is unacceptable.

Bullying can be:

- **Physical** pushing, kicking, hitting, pinching etc
- **Emotional** excluding (sending to Coventry), tormenting, ridiculing, humiliating
- **Verbal** name-calling, sarcasm, spreading rumour
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact, abusive or unwelcome remarks
- **Homophobic** comments about one's sexuality
- **Electronic** via text/ email/ social networking sites also known as **cyberbullying** –

Cyberbullying is defined as “*the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else*”. It can be an extension of face-to-face bullying, but it differs from other forms of bullying in significant ways:

- it can be at any time of day or night - invading the home and personal space
- it may be perceived as anonymous, the actual identity of the perpetrator can be hidden
- participants can be unconscious perpetrators without understanding the consequences
- the circulation of electronic messages is difficult to control
- the size of the potential audience can be huge.
- cyberbullying can be traced and tracked to establish proof

All bullying is unacceptable, regardless of its form or which excuses are given to justify it.

Signs and Symptoms of Bullying (though within the range of disabilities of our student group, some or all of these signs may be identified as an outcome of their disability)

- not wanting to attend sessions
- change in usual routines

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- becoming anxious or withdrawn
- crying
- nightmares
- feeling ill
- bruising, cuts
- doing poorly at College
- becoming aggressive or unreasonable
- becoming withdrawn and lacking in confidence
- bullying others

Responding to bullying

Bullying can cause serious physical and mental problems and can ruin an individual's chances of success, both in College and in their future career. Derwen College recognises the detrimental effects on learners and who may be subjected to bullying and will work efficiently to eradicate its occurrence. Everyone has the right to be treated with respect. Students who bully need to learn different ways of behaving. Effective anti-bullying practice gives all students the assurance that they are in a safe and friendly environment.

Tackling bullying addresses the following aims:

- Young people need to be safe from bullying and discrimination
- Young people are helped to develop positive relationships and choose not to bully or discriminate.

Derwen College undertakes to respond promptly and effectively to issues of bullying.

A clear consistent response is required in any case of alleged bullying and the aim of any intervention should be:

- to make the student safe
- to stop the bullying
- to make clear to all students that bullying is unacceptable

What should a student do if they feel they are being bullied?

A student who feels they are being bullied or has reason to believe that someone else is being bullied should TELL SOMEONE. This may, in the first instance be, friends, Personal Tutor, Counsellor, a member of the student liaison team, care, nursing or teaching & learning staff, or any member of staff they feel they can talk to.

Once a member of staff has been alerted, the next step will be to discuss the problem (by talking with all parties), in order to decide upon the next course of action, conducted by the Student Liaison Team or other appropriate staff e.g. a residence manager or head of department depending on the circumstances.

If there is an issue, the most effective response is to attempt to resolve matters between the parties concerned using conflict resolution or techniques to help students understand how each other feels, make amends and move on. Any measures that result from this should be in line with other College policies.

Sessions which are confidential, independent and supportive - can be arranged for either the bullied or the bully, to ensure that the individuals are able to move forward in a more positive and confident way.

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Derwen College's Anti-Bullying Policy is widely distributed throughout the College and all staff are actively committed to it. This Policy forms part of our commitment to the safeguarding of Adults at Risk and the protection of all young people.

The College values all of its learners equally, regardless of age, ability, race, gender, religion, or sexual orientation.

Legislation

The College policy affirms its commitment to the current and any subsequent enacted legislation governing bullying, in particular:

- Human Rights Act 1998
 - Disability Discrimination Act 1995, 2005
 - Race Relations Act 1976
 - Race Relations (Amendment) Act 2000
 - Sex Discrimination Act 1975
 - Sex Discrimination (Gender Reassignment) Regulations 1999
 - Special Educational Needs & Disability Discrimination Act 2001
 - Employment Equality (Age Discrimination) Regulations 2006
 - Employment Equality (Sexual Orientation) Regulations 2003
 - Employment Equality (Religion & Belief) Regulations 2003
- <http://www.anti-bullyingalliance.org.uk/>