

FREMAN COLLEGE

ANTI-BULLYING POLICY & PROCEDURES

POLICY

Bullying is deliberately hurtful behaviour, repeated over time, where it is difficult for those being bullied to defend themselves. Bullying of any kind is unacceptable at Freman College. It makes the victims unhappy and prevents them achieving their potential. Reports of incidents will be taken seriously and proven incidents of bullying and racism will be recorded centrally.

Bullying can take a number of forms:

- Emotional:- excluding, tormenting, spreading rumours, gestures
- Verbal:- name-calling, sarcasm, taunting, graffiti
- Cyber:- unpleasant text-messages, e-mails or use of internet messaging, demeaning mobile phone photos or videos
- Racist / Homophobic:- any of the above but specifically racial or homophobic in nature
- Physical:- pushing, kicking, hitting, punching or any use of violence
- Sexual:- unwanted physical contact or sexually abusive comments

We hope that this policy will raise awareness of bullying and help to prevent it. It should help students to learn to respect each other as individuals.

The college may change the procedures as appropriate.

PROCEDURES FOR DEALING WITH BULLYING

Because of its often insidious nature there is no single absolute indicator of bullying, but the possibility of it should always be considered and investigated (by teachers and parents / carers) if a distinct change is observed in a student's behaviour, especially if accompanied by signs of unhappiness or aversion to college not previously apparent.

It is everyone's responsibility to prevent bullying, so *anyone* who knows that it is happening is expected to tell a member of staff. Students know that they have a responsibility to report all bullying to a member of staff, whether they are victims themselves or they have witnessed or been told about it happening to others. When informed of bullying, the member of staff will discuss with the student the issues appropriate to the case and to their age and level of understanding. Whatever the punishment, the students will be reconciled wherever possible.

Cyber-bullying is the use of computers and mobile phones, including those with a camera capability, to hurt others. We take this form of bullying as seriously as any other. Any student found guilty of any of these offences could be banned from using college computers or from bringing a mobile phone into college.

The ethos of the college is reinforced through the curriculum and other opportunities such as PSHCRE days; assemblies and house councils; and students are given opportunities to develop strategies to combat bullying behaviour.

The college is organised to ensure that students can quickly find an adult at all times. Members of staff are on duty during break-time and lunch-time patrolling the college site and at the end of the college day where the students wait for their buses. Students also have access to the college Library during these times, which is supervised by the Study Supervisor. If an incident of bullying is reported it should be fully investigated by the member of staff who receives the report. A record of the incident(s) should be made as a referred incident on Satchel One and logged as a bullying incident. We do not believe that it is in anyone's best interest to promise confidentiality. Staff will deal with all cases sensitively and information will only be released to those who need to know.

The issue of bullying is taken very seriously at Freman College. Where a student is found to be guilty of bullying they should face an appropriate sanction. The level of sanction will depend on the circumstances and nature of the bullying, but would typically range from a break or lunchtime detention right the way up to, in the most extreme case, permanent exclusion.

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