

Anti-Bullying Policy

Statement of Intent

We offer a positive educational experience that cultivates high self-esteem and ensures that all members of the college community can take advantage of both learning and leisure opportunities to make good progress and prepare them for the next stage of life.

Under no circumstances will we ever tolerate any form of bullying and/or discriminatory behaviour and will challenge such behaviours in a stringent and measured way to ensure that students feel safe and welcome in the college's inclusive community.

What do we mean by bullying?

For us to classify an incident as bullying, we go by the general definition that bullying is a repeated- or at least has the potential to be repeated- incident in which one party uses a power, or perceived power, to harm somebody. Whilst discrimination and bullying are not exclusively the same thing, discriminatory actions are often the way in which bullying is manifested and so such incidents of discrimination against protected characteristics are investigated using the same rigorous processes as bullying.

The following are the different categories of bullying:

Emotional: being unfriendly, excluding, tormenting, (e.g. taking personal property, threatening gestures)

Physical: pushing, kicking, hitting, punching or any use of violence

Racist: racial taunts, graffiti, gesture

Sexual: unwanted physical contact or sexually abusive comments

Transphobia, Gender, Homophobic or other protected characteristics: because of, or focusing on, the issue of sexuality

Verbal: name-calling, sarcasm, spreading rumours, teasing

Cyber: all areas of the Internet, such as email, chat room misuse, threats and unwanted comments via mobile phone calls or texts, misuse of cameras and video facilities

A discriminatory incident may include:

- racist, sexist, homophobic or ageist jokes, or derogatory or stereotypical remarks about a particular ethnic or religious group or gender;
- outing or threatening to out someone as gay or lesbian; or derogatory or stereotypical remarks about protected characteristics about e.g. age, disability, gender, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity

Our aims when dealing with any incidents of bullying:

- to make sure that the person being bullied is safe
- to work to stop the bullying from happening again
- to provide support for the person being bullied
- to take action to ensure that the person doing the bullying stops, and that they learn not to cause harm to others, either physically or emotionally
- to ensure that an educational program is tailored around the nature of incidents we face which can be delivered to individuals, groups, or at a whole-school level when deemed appropriate

What action do we take to deal with bullying at CVC?

- There is information on what to do in the event of witnessing bullying or being bullied in students' planners.
- A clear process (see appendix 1) for dealing with any incidents of bullying, or perceived bullying, is operational and ensures that all incidents are investigated appropriately and closed off as comprehensively as possible.
- Staff at the College always take any allegation of bullying very seriously. It **will** be followed through.
- Students are surveyed at various points during the academic year to capture their opinions and feelings with regards to bullying.
- Trained student 'Anti-bullying champions' run anti-bullying clinics to discuss incidents with students who would like support and aid with the reporting process when appropriate.
- Various strategies are in place at the College to deal with each incidence of bullying; each incident will be dealt with on an individual basis and an appropriate sanction applied.
- Students are given advice and guidance on how to deal with any instances of cyberbullying through the assembly program and during some of our Conference days.
- Parent sessions have taken place about the dangers of social media with a focus specifically on bullying through certain platforms.
- All incidents of bullying are logged so that we can track what happens and which students are implicated.
- Persistent bullying may result in an exclusion from school.

What can students do?

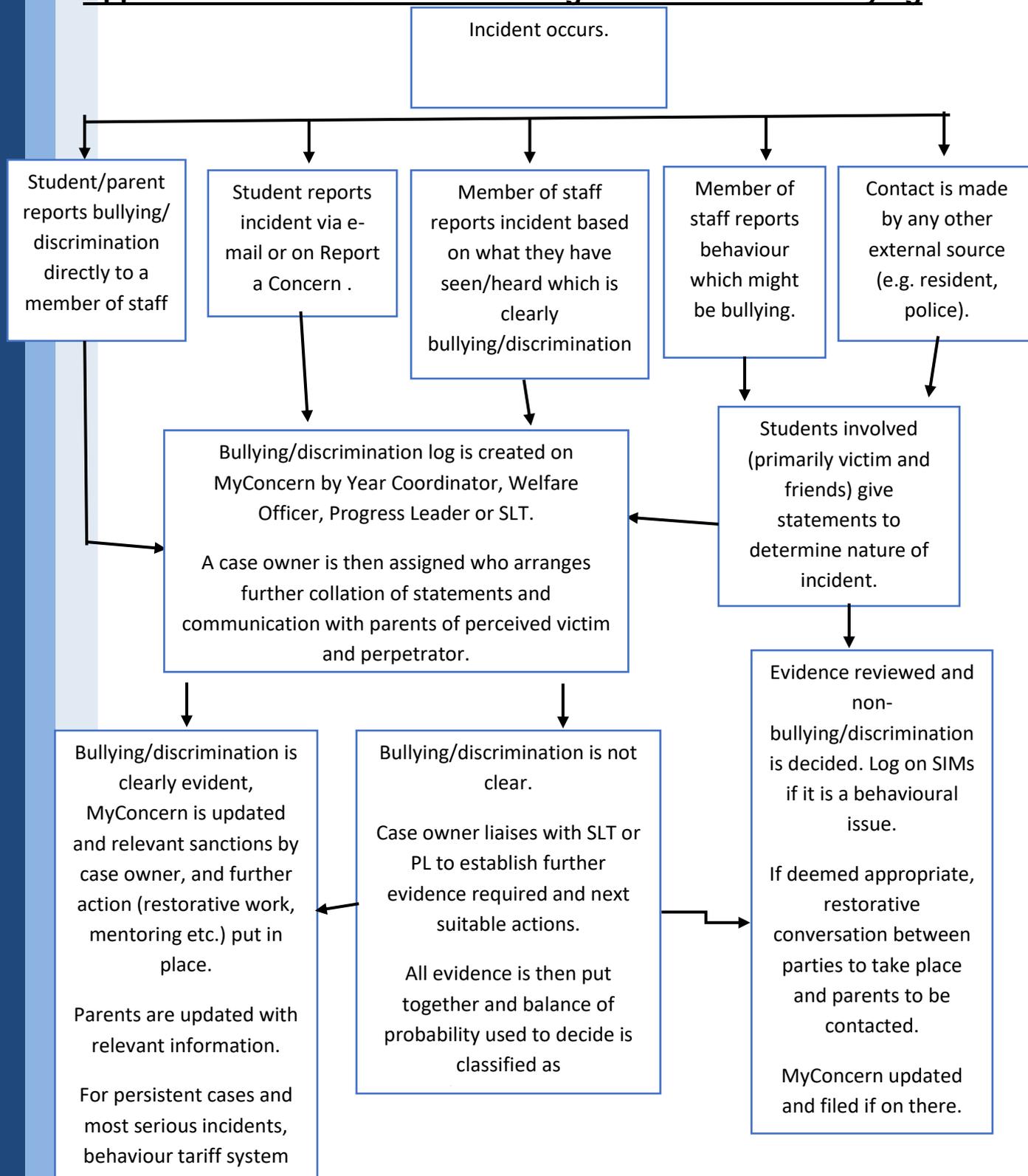
If a student is being bullied, or know of other students who are being bullied, they should tell, or at least e-mail, any of the following people:

- their parents/carers
- their Form Tutor, Year Coordinator or Progress Leader
- any trusted teacher or TA
- a member of the anti-bullying peer group
- a trusted friend
- any member of student services

If students wish to report bullying but are not sure who to report it to, they can use the "Report a concern" link on the college's website and fill out the necessary details on there.

Policy Statement

Appendix 1: Process chart for dealing with incidents of bullying



To classify something as bullying, it must be a repeated (or have the potential to be so) action where a power, or perceived power is used to harm somebody.