

Policy	Anti-Bullying (Student) Policy (SS44)
Document owner	Head of Safeguarding
Date first implemented	Pre 2010
Date last reviewed	August 2022
Date of next review	August 2024
Date governor-approved	NA
Associated documents	Safeguarding Policy Equal Opportunities Policy Positive Behaviour Support Policy Sharing Information Policy
Reference documents	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 https://www.gov.uk/bullying-at-school/bullying-a-definition http://www.bullying.co.uk/general-advice/what-is-bullying/
Initial reviewing body	Safeguarding Committee
Final approval body	Standards & Effectiveness Committee
Published on website	Yes

Purpose	<p>This policy sets out Derwen College commitment to ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour. Where all are treated with dignity and respect and where all users of the College understand that bullying is not acceptable.</p> <p>To have a consistent approach to preventing, challenging and responding to incidents of bullying that occur.</p>
Scope	All students, clients and users of Derwen College's provision.
Equality & Diversity	<p><i>"Derwen College is committed to promoting equality, good relations and to challenging discrimination. This is reflected in all College policies, procedures, processes and practices."</i></p> <p><i>Derwen College Equal Opportunities Policy</i></p> <p>Derwen College's ethos is to embrace diversity, to offer equality of opportunity, and to treat every individual fairly and with respect. Equality, diversity and inclusivity are embedded throughout the organisation. This policy should be applied in accordance with this ethos.</p>

	If you would like a copy of this document in a different format, such as large print, please contact the Human Resources Department who will provide help with alternative formats.
Definition(s)	For the purposes of this policy the word 'student' will be used to describe all of the groups that attend Derwen College, this includes residential students, day students, short breaks guests and clients.

Statement of Policy

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. The College values all of its learners equally, regardless of age, ability, race, gender, religion, or sexual orientation. This policy forms part of our commitment to the safeguarding of Adults with care and support needs and the protection of all young people.

Bullying of any kind is not tolerated at Derwen College. If it does occur, students are supported to tell staff about it 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. Students are supported through a variety of ways this may include use of Makaton signs and talking mats, as well as Shropshire Safeguarding cards (My Enquiry). If additional support is needed we work alongside the Speech and Language team and ensure we consider the students' blanks level and preferred communication.

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 empathy 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. Derwen College supports both residential and day students from 16 years plus who have a range of disabilities, including students with mild, moderate and complex learning disabilities, communication difficulties, Autism and physical disability. Due to our students' additional needs and their level of understanding they are often more vulnerable to being victims of abuse and are at increased risk of being victim to hate crimes.

There is no legal definition of bullying but it is usually defined as repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability. <http://www.bullying.co.uk/general-advice/what-is-bullying/>

Bullying can be:

- **Physical** pushing, kicking, hitting, pinching, etc.
- **Psychological** 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
- **Gender specific or Transphobic** comments about someone's gender choice or transgender
- **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.

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 maybe 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 Services Team or other appropriate staff e.g. a lead practitioner or program lead depending on the circumstances. Staff will support the students through a number of different ways, this may include use of use Makaton signs and talking mats, as well as Shropshire Safeguarding cards (My Enquiry). If additional support is needed the staff will work alongside the SALT team and ensure that consideration is given to the students blanks level and preferred communication.

Any measures that result from this should be in line with College policies and guidance of actions that maybe taken in incidents of bullying or unacceptable behaviours.

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.

Prevention

Derwen College recognises the detrimental effects on learners who may be subjected to bullying and will work efficiently to eradicate its occurrence. Everyone has a 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.

- Students complete personal development sessions around the impact of bullying

- Bespoke sessions run by student Services to identify bullying behaviours
- Staff have awareness of bullying and will pass on concerns to student Services team
- Reporting box by the student helpdesk for student to report concerns to student Services
- Student support groups (who will pass onto Student Services team any issues)

Responding to bullying

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
- to ensure that students are helped to build positive relationships and choose not to bully or discriminate.

Steps will be taken in line with guidance of actions that may be taken in incidents of bullying or unacceptable behaviours – **Appendix 1**

If a student has broken or damaged another student's belongings these should be replaced by the student responsible for the damage.

Where possible, staff will work with the student to help them think about the impact on others, this will be done through various means, for example, use of social stories and comic-strip sessions.

All students (both the victim and the student displaying the bullying behaviours) involved in incidents of bullying will be asked if they would like college staff to inform their parents/ carers or other staff at college.

If information is shared externally, confidentiality will be upheld and names of the students involved will not be disclosed by college. Students will have the right to privacy, and may choose not to share this information with others: this will be discussed on an individual basis. There may be times when even though the students have stated that they do not wish others to be informed, due to concerns of safety (to either/any of the students involved, other students at college, or member(s) of the public), staff will need to inform other stakeholders and consideration to given to informing external professionals. If this occurs the student(s) will be informed about who has been notified and staff will support them in understanding the reasons why. Staff will ensure that any information that is shared is done so in line with the sharing information policy.

Appendix 1

Guidance on actions that may be taken in instances of bullying or unacceptable behaviours

This is guidance on actions that maybe taken, as a college we will consider each student as an individual and consider the above action as well as situation, student and incident. We may decide not to go in line with the guidance in every occurrence of a student displaying bullying behaviours.

Behaviours	Actions to take	Who is Responsible
After an incident of or suspicion of bullying	Staff will speak with those involved to establish what has happened and support them to resolve their issues. Incident report to be completed with actions taken documented	All staff
After 3 incidents of or suspicion of bullying.	Discussion around behaviour, highlight if it is of a bullying nature, refer to student agreement, discuss if there are any reasons for this behaviour. support an apology.	Student Services/ Positive Behaviour Support coaches
	Document on relevant incident interaction on Nourish	Student Services
After a further incident of or suspicion of bullying	Meeting with student to discuss behaviour Look at possible function of the behaviour. Work with student around understanding impact in others	Student Services / Lead practitioner / program lead and personal tutor Positive Behaviour Support Coaches
	Document on relevant incident interaction on Nourish	Student Services
After a further incident of bullying	Look at additional support sessions around behaviours / impacts on others/ effects on self	PSHE / Student Services/ Positive Behaviour Support coaches
	Multi-Disciplinary meeting to take place Document on relevant incident interaction on Nourish	Student Services

Behaviours	Actions to take	Who is Responsible
After a further incident of bullying	Meeting with student to discuss behaviour	Head of Safeguarding & Student Services
	Contact made with parents and social worker if agreed with the student.	Member of the safeguarding team
	Document on relevant incident interaction on Nourish	Member of safeguarding team
After a further incident of bullying	Meeting with student to discuss behaviour and potential if additional incident	Principal
	Document on relevant incident interaction on Nourish	Student Services
After a further incident of bullying	Time out of college	Leadership Team/ Head of Safeguarding & Student Services
	Contact made with parents and social worker	Head of Safeguarding & Student Services
	Meeting on return to college with student, parents, Lead practitioner and program lead	
	Document on relevant incident interaction on Nourish	Student Services
After a further incident of bullying	Potential fixed term or permanent exclusion	