

Anti-Bullying Policy

Rationale

It is the aim of the college to develop a climate of trust and openness, to make the unacceptable nature of bullying and the consequences clear to the bully, staff and parents.

Purpose:

- To provide clear procedures to ensure that any form of bullying is easily identified and dealt with.
- To ensure that every member of the college community recognises their responsibility to help prevent bullying.
- To create an environment in which all students know that bullying is unacceptable and will not be tolerated.
- To create an environment in which students can talk freely of any issues connected with bullying,

Guidelines:

- Awareness of bullying will be raised through the curriculum, especially in PSHE. Discussion will ensure that there is open debate.
- Personal Tutors will play an active role in ensuring that students are aware of the varied nature of bullying. They will also ensure that students know what to do if they feel that they or someone else is being bullied.

Procedures:

- Each case will be investigated and dealt with individually in a way that is suitable for both victim and bully.
- It will be made clear to the victim that he/she will be given support either by empowering him/her to stand up for him/herself or through the intervention of the Personal Tutor.
- All incidents of bullying should initially be referred to the Personal Tutor.
- More serious cases of bullying should be referred to the Principal.
- The bully will be made to see the consequences of his/her actions. If appropriate, disciplinary action may be taken. This may be suspension or permanent exclusion.
- Written reports on incidents should be included in the relevant student files and parents informed in order to provide support.
- Both victim and bully will be monitored in order to provide support.

Monitoring And Evaluation:

- The policy will be monitored by the Principal, Assistant Principals and Head of Sixth Form.