

## **ANTI BULLYING POLICY**

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***Next Review/Update: 14.08.2020***

Regent Independent College (hereafter referred to as 'Regent') has a strong commitment to anti-bullying and this lies within our firm belief that bullying of any nature goes against our vision and ethos.

It is our duty to produce good citizens and that at times, those that bully need guidance as well as victims who need protecting. This policy outlines what Regent will do to prevent and tackle bullying. We take any incident of bullying very seriously and record all incidents. The college community; our Advisory Body, staff, parents and students regard all forms of bullying as abhorrent, and will work hard to completely eradicate this. This policy will be disseminated to the whole college community and reviewed regularly.

### *1. Principles:*

Regent will:

- Have a consistent approach to any bullying incidents that occur.
- Raise awareness of bullying and promote positive relationships based on mutual respect.
- Seek to involve all stakeholders in the implementation and monitoring of this policy.
- Promote positive action to prevent bullying, through our pastoral programme, college information, meetings and related activities.
- Provide support for all members of the college community that may be involved in dealing with an incident of bullying.
- Provide appropriate training for both staff and students to support the implementation of the policy across the college.
- Ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality, and encourage understanding and tolerance of different social, religious and cultural backgrounds.

### *2. Aims:*

We are committed to providing a nurturing, friendly and safe environment for all of our students' so they can learn in a positive and secure atmosphere. Bullying of any kind is unacceptable at Regent. We recognise that bullying could have serious consequences and all incidents are treated very seriously. If bullying does occur, all students should be able to report it and know that incidents will be dealt with promptly and effectively. All members of the college community should understand:

- The definition of bullying and that it will not be tolerated by the college.
- The college policy on bullying and know how to follow it when bullying is reported.
- That support will be given when bullying is reported both to the victim, and the bully
- That through monitoring, reviewing and training, the college aims to develop a positive atmosphere where students feel confident to tell if they are being bullied and that bullies can change.

### *3. Definition and types of bullying:*

Bullying is: “Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally”.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through websites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

A bullying incident should be treated as a child protection concern when there is reasonable cause to believe that a child is suffering or likely to suffer significant harm

#### *3.1 Types of Bullying:*

- Physical – e.g. hitting, kicking, and taking belongings.
- Verbal – e.g. name calling, insulting, racist remarks.
- Indirect – e.g. spreading malicious rumours, excluding individuals from social groups,
- Bullying related to appearance, health conditions, race, ethnicity or faith
- Bullying related to sexual orientation and gender/transgender concepts –homophobia and transphobia
- Sexist or sexual bullying, including upskirting
- Cyber bullying

#### *3.2 Definition of Cyber Bullying:*

“Cyber Bullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of communication, repeatedly over time against a victim who cannot easily defend him or herself.” (Report to the ABA by Goldsmiths College)

- Bullying via websites
- Text message bullying
- Picture/video-clip bullying via mobile phone cameras
- Phone call bullying via mobile phone
- Email bullying
- Chat room bullying through instant messaging (IM)

#### *3.3 Setting & Promoting E-Safety:*

Bullying can occur in and out of the college and therefore parents and the college need to work together. A contract (the ICT Agreement) is to be completed by each student and every parent agreeing to safe and responsible internet use at the college to highlight the responsible use of the internet and promote the college’s anti cyber bullying message (see ITC & E-Safety Policy). Students also have to agree to the Wi-Fi Acceptable Use Policy which students also sign for as part of the ICT Agreement. These documents are given to students at induction before the start of the academic year.

#### *4. Consequences of Bullying:*

The lives of students who are bullied are made miserable; they may suffer injury, they may attend erratically, they may lose self-confidence; they are likely to underachieve educationally and socially. Many of the outward signs of bullying can be the same as other indicators of abuse such as:

- Non-accidental injuries (including self-abuse)
- Low self-esteem, unhappiness, fear, distress or anxiety.

If unchecked, others may come to see bullying behaviour as acceptable within the college. It is not unknown for victims to become bullies of younger or more vulnerable students than themselves. Bullying can and frequently does have long-term effects on victims which may affect their adult lives.

#### *5. Prevention of Bullying:*

The college will, through a range of carefully co-ordinated measures work hard to consistently communicate the community's abhorrence of bullying and how the college will both deal with and support those who have been bullied.

The college is firmly in the belief that prevention is better than cure, so will define resources and time to strongly promote a prevention of bullying approach.

##### *5.1 Information to parents, students and the wider community:*

At every opportunity, the college will strongly promote its abhorrence of bullying and the steps it will take to robustly deal with any instances. This will take place on the college website, in key documents such as the Prospectus and in newsletters, which will publicise the programme of activities to prevent bullying.

One key element of this '**don't keep quiet about bullying.**'

##### *5.2 Professional Development and Training:*

Every member will participate in training on how to prevent bullying, how to identify the signs of bullying and what action to take when a suspected incidence of bullying is noted. Every new member of staff, as part of their induction will participate in training and every year the college will spend time re-iterating its approach to bullying in a staff training session.

Training sessions will include guidance on how to prevent bullying towards those with special educational needs or disabilities, and lesbian, gay, bisexual and transgender (LGBT) pupils

##### *5.3 Pastoral Programme:*

The Co-Principals will plan and co-ordinate a programme of activities, which includes assemblies and work in PSHEE / PDP to prevent bullying; this will include the importance of avoiding prejudice based language in all parts of the College across the student body and also avoiding prejudiced based bullying because of a protected characteristic.

##### *5.4 Surveys and feedback:*

The college will not be complacent about bullying. It will, through a range of measures, carry out surveys and sampling to constantly check on the incidences of bullying. Measures will include:

- A whole-college survey done anonymously
- A survey of parents done at parents evenings and meetings

- Bullying will be discussed in tutor groups (with mandatory feedback requested from all groups)

#### *6. Roles and Responsibilities:*

The Co-Principals are ultimately responsible for the well-being of all students and staff.

All staff, students, parents and Advisory Body members should be made aware of the policy alongside awareness being raised of the issues associated with bullying.

- The Co-Principals will be responsible on all matters regarding the safeguarding of children who will do so with the support of the Designated Safeguarding Lead and Deputy Designated Safeguarding Leads.
- To ensure all staff are aware of the contents of the 'Anti-Bullying Policy' and that its procedures are adhered to, through regular training
- To liaise with appropriate staff to ensure the implementation of whole college initiatives to highlight aspects of bullying.
- To ensure the use of appropriate assemblies/Thought for the week to highlight aspects of bullying, including Anti-Bullying Week
- To monitor and record all reports of incidents of bullying.
- To liaise with the police as necessary.

The college IT manager is responsible for the monitoring of the ICT and E-safety, wi-fi acceptable usage policy and ICT agreement documentation in conjunction with the DSL.

Students who violate the rules included in these documents will be sanctioned.

#### *6.1 College staff have the following responsibilities:*

- Staff should be alert to any potential incident of bullying and intervene when instances are noticed.
- Refer the matter to the appropriate member of staff where necessary
- Carry out an investigation of the incident as required
- Form tutors/subject teachers should address minor incidents of disagreement.

#### *6.2 Students have the following responsibilities:*

- Inform an adult if they are being bullied
- Inform an adult if they witness bullying
- Ensuring that previous victims of bullying are not isolated from groups of friends.
- Intervening when someone is being bullied and making it clear to the bully that their actions are disapproved of.
- Encouraging the victim to join in activities and groups.
- Encourage victims to inform an adult if they are being bullied

*7. Actions that can be taken:*

Bullying is a high-level offence in the college Behaviour Policy and following appropriate investigation and considering the circumstances and history; any of these strategies can be applied:

- Internal exclusion, during break and lunchtime, until investigation completed
- Detention
- Fixed term exclusion
- Permanent exclusion
- Mediation / Restorative approaches
- Referral for counselling / victim support
- Written or verbal apology
- Parent/carer interviews
- Continued monitoring of victim/bully individually
- Referral to external agencies e.g. Social Services, Educational Psychologist, Youth and Community Met Police
- The use of the programme of personal, social, health and economic education, tutorial sessions, assemblies, visitors to school and Anti-bullying Week to raise awareness about the negative effect of bullying and to support the well being of students..

*8. Allegations against staff:*

Regent believes that all members of the community are entitled to protection from bullying. Inappropriate behaviour between students or staff will not be tolerated and any concerns or allegations of impropriety will be dealt with quickly, fairly and sensitively through the Grievance Procedure Policy.

*9. Review:*

We will seek to review this policy at least annually as well as if incidents occur that suggest the need for review. The college will continue to use guidance from DfE and the Anti- Bullying Alliance to inform its action planning to prevent and tackle bullying.

## Anti-Bullying Strategy

The core purpose of Regent Independent College is the personal development and academic achievement of our students. The ethos of the college 'The End of Education is Character,' encompasses that our students are safe, happy and prosper as a person and in their academic life. To make this happen, the anti-bullying strategy underpins the Behaviour Policy and student code of conduct to ensure students are safe and happy. By achieving this, it makes a significant contribution to giving our students the best environment for academic success.

1. The anti-bullying stance at Regent Independent College contributes to the daily life of the College.
2. Teachers and non-teaching staff are vigilant in being perceptive of instances of bullying or potential in classes and around the building.
3. Teachers and non-teaching staff act a models of behaviour in their conduct with each other and how the communicate with each other.
4. Anti-bullying and safeguarding information, posters and assembly content is displayed/shown on monitor in the reception area.
5. All new student and returning students are required to attend an induction programme where the college makes clear its stance on bullying and the consequences of bullying.
6. The college encourages peer support for students to work together and take responsibility for each other's actions.
7. Assemblies have anti-bullying content as a regular theme.
8. House periods have anti-bully session during anti-bullying week in November.
9. There is senior management supervision during break and lunchtimes to monitor student activity and interaction.
10. Teachers have an open door policy that they are always ready to listen to students concerns.

Bullying incidents will be logged appropriately. Leaders will monitor the incident logs to identify any potential trends and/or patterns.