

# York College

## ANTI-BULLYING POLICY

<b>Created by</b>	Head of Entitlement
<b>Date</b>	December 2009
<b>Impact Assessed by</b>	Task Group
<b>Date</b>	1 <sup>st</sup> February 2010*
<b>Approved by</b>	Safeguarding Group
<b>Date</b>	9 <sup>th</sup> September 2010 (*No further Impact assessment required at 2010 review)
<b>Date of next review</b>	September 2012

York College  
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College of Further and Higher Education

Dr Alison Birkinshaw, Principal and Chief Executive

# Anti-bullying Policy

## 1. The Policy

### 1.1 Introduction

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at York College. If bullying does occur, all students should be able to tell someone and know that incidents will be dealt with promptly and effectively. We are a *TELLING* College. This means that *anyone* who knows that bullying is happening is expected to tell someone.

1.2 Bullying is a type of abuse which can take many forms and this is acknowledged in our “Safeguarding Young People and Vulnerable Adults (Child Protection) Policy” which considers the wider issues around the abuse and safeguarding of our students. This Anti-bullying Policy (hereafter “the policy”) should be read in conjunction with the Safeguarding Policy which can be found on the College intranet : <http://intranet.yorkcollege.ac.uk/yc/new/staff/quality/policies/index.html>

1.3 This policy and the accompanying guidelines and procedures have been written with feedback from students taken into consideration. As part of the Anti-bullying Week 2009, we asked students to give us their feelings about bullying and how the College should deal with such cases. Details of the feedback can be accessed separately.

1.4 This policy specifically refers to and deals with the bullying of students. Incidents concerning the bullying of staff is covered in the Human Resources (HR) ‘Harassment Policy’ available on the HR pages of the College intranet : <http://intranet.yorkcollege.ac.uk/intranet/human-resources/documents/policies/harassmentrevised.pdf>

## 2. Objectives of this Policy

2.1 The objectives of this policy are to ensure that :

- all College governors, staff, students and parents have an understanding of what bullying is.
- all College governors and staff know what the York College policy is on bullying, and follow it when bullying is reported.
- all students and parents should know what the York College policy is on bullying, and what they should do if bullying arises.

2.2 The policy is intended to show that at York College we take bullying seriously and students and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

### 3. **Definition of Bullying**

Bullying can be defined as the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Here are some examples of bullying :

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse  
Mobile threats by text messaging & calls  
Misuse of associated technology , i.e. camera & video facilities

This is not an exhaustive list.

Bullying in some forms can constitute a criminal act e.g. extortion.

### 4. **Allegations of Bullying**

4.1 All allegations of bullying will be taken seriously by the College.

4.1.1 When a student or parent reports a case of bullying to a member of staff he/she must deal with the matter as quickly as possible in accordance with the procedures laid down. Details of the appropriate procedures follow the policy.

4.1.2 In dealing with a case of bullying, disciplinary procedures may (and are likely) to be invoked and the police may need to be contacted where more serious cases involve assault, cyber-bullying and persistent bullying outside the jurisdiction of the College.

4.1.3 The College will attempt a variety of strategies to ensure that the matter is reconciled and that the student who has been bullied feels confident that the matter has been dealt with appropriately.

4.2.4 As a means of preventing further bullying, each case will be monitored and attempts will be made to help the bully/bullies change their behaviour.

### 4.2 **Allegations against members of staff or volunteers**

If any allegation is made against a member of staff York College will follow procedures in line with the "Safeguarding Young People & Vulnerable Adults (Child Protection) Policy".

4.2.1 The Principal will be the first line of contact who will consider all cases very carefully.

4.2.2 Allegations against the Principal or members of the Governing body will be referred to the Clerk to the Governors who should notify the Chair of Governors, the Child Protection Governor or another appropriate person.

### **4.3 Learners with Learning Difficulties and/or Disabilities (LLDD)**

4.3.1 Some students with learning difficulties and/or disabilities may be especially vulnerable to bullying. Any indication of bullying of these students should be reported in the same way as for other students, according to local established procedures. Where appropriate, the Learning Support team should be involved.

4.3.2 Where bullying is suspected, students and vulnerable adults who have difficulties in communicating should be given the chance to express themselves to a member of staff with appropriate communication skills and/or be provided with an advocate. Designated tutors should work with the Learning and Teaching Support Manager, Support Co-ordinator - LLDD to identify students with learning difficulties and/or disabilities and their common needs. York College aims to create an atmosphere in which students with learning difficulties and/or disabilities feel confident and able to discuss these matters.

## **5. Increasing awareness of anti-bullying**

5.1 All staff, students and Governors need to be aware of the Anti-bullying Policy, what constitutes bullying, how it should be prevented and how it should be reported and dealt with.

5.2 York College will endeavour to address these requirements through:

5.2.1 Appropriate information and training for staff and Governors

5.2.2 Information for students to increase their awareness and understanding of the inappropriateness of bullying through:

- Information available at Induction
- Information in the student diary/guide
- Activities for tutors to use with groups where appropriate
- Advice and information through the plasma screens
- Topic-specific events across college e.g. Anti-bullying Week (November), Safer Internet Day (February)

5.2.3 Reinforcing the need for students to understand their rights and responsibilities under the student charter and code of conduct.