Anti-Bullying Policy

Created by Graeme Murdoch
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Approved by SMT
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If you have any questions about all or part of this document, or if you would like this document in an alternative format, please contact us on 01904 770372 or email us at qa-admin@yorkcollege.ac.uk.

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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. This also applies to who are undertaking a period of work placement and includes apprentices who are studying at the College.

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. It has been reviewed by The Disabled Young People’s Champion, Children’s Society, York.

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/Harrassment%20and%20Bullying%20policy.pdf

2. Objectives of this Policy

2.1 The objectives of this policy are to ensure that:

- College staff and students have an understanding of what bullying is.
- College staff know what the York College policy is on bullying, and follow it when bullying is reported.
- Students and parents should know what the York College policy is on bullying, what they should do if bullying arises and what the College’s response will be to issues raised.

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, either on campus or off-site when the student is undertaking college activities i.e. work placement or enhancement activities.
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:

<table>
<thead>
<tr>
<th>Type</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emotional</td>
<td>being unfriendly, excluding, tormenting (e.g. hiding books, threatening</td>
</tr>
<tr>
<td></td>
<td>gestures)</td>
</tr>
<tr>
<td>Physical</td>
<td>pushing, kicking, hitting, punching or any use of violence</td>
</tr>
<tr>
<td>Racist</td>
<td>racial taunts, graffiti, gestures</td>
</tr>
<tr>
<td>Sexual</td>
<td>unwanted physical contact, harassment or sexually abusive comments</td>
</tr>
<tr>
<td>Homophobic</td>
<td>because of, or focusing on, a person’s sexual orientation (or their perceived</td>
</tr>
<tr>
<td></td>
<td>sexual orientation)</td>
</tr>
<tr>
<td>Verbal</td>
<td>name-calling, sarcasm, spreading rumours, teasing</td>
</tr>
<tr>
<td>Cyber</td>
<td>all social media</td>
</tr>
<tr>
<td></td>
<td>all areas of internet, such as email and internet chat room misuse</td>
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<tr>
<td></td>
<td>mobile phone threats by text messaging and calls</td>
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<tr>
<td></td>
<td>misuse of associated technology i.e. camera and video facilities</td>
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<tr>
<td>Disability</td>
<td>because of, or focusing on, a person’s disability</td>
</tr>
<tr>
<td>Initiation</td>
<td>Held against a participant’s will and/or using humiliation, coercion or</td>
</tr>
<tr>
<td>rituals</td>
<td>intimidation: e.g. excessive consumption of substances, public</td>
</tr>
<tr>
<td></td>
<td>nudity/shaming.</td>
</tr>
</tbody>
</table>

This is not an exhaustive list

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

3.1 Sexting as a form of bullying:

Sexting is defined by the UK Council for Child Internet Safety as:

“The production and/or sharing of sexual photos and videos of and by young people who are under the age of 18. It includes nude or nearly nude images and/or sexual acts. ‘Sexting’ does not include the sharing of sexual photos and videos of under-18 year olds with or by adults. This is a form of child sexual abuse and must be referred to the police and or social services”.

For the purpose of this policy sexting can be used as a means to bully, intimidate, harass, threaten or extort control over an individual (child or adult). e.g. threatening to share sexualised images of an ex-partner as retribution.

Guidance on how to respond to sexting as a bullying issue is outlined in the ‘Anti-Bullying Policy: Guidelines and Procedures’.

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, that member of staff must deal with the matter as quickly as possible in accordance with the procedures laid down. Details of the appropriate procedures are given in a separate document called “Anti-bullying Guidelines Procedures”.

4.1.2 In dealing with a case of bullying, the College’s Student Behaviour Support and Disciplinary Procedure may (and is 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.

4.1.4 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 its “Safeguarding Young People & Vulnerable Adults (Child Protection) Policy”. This also applies to staff in organisations where students are undertaking college related activities e.g. work experience or enhancement activities.

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 Students 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 Support Manager to identify students with learning difficulties and/or disabilities and their 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 and students 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

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

- Information available at Induction
- 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.