

**POLICY TITLE:** Anti-Bullying

**STATUS:** Non Statutory

**DATE of REVIEW:** September 2018



## **Rationale**

To provide a caring, friendly and safe environment for all of our students so they can learn in a supportive and secure atmosphere.

## **Policy Statement**

At The Latimer Arts College our core value is care for the individual. We are committed to creating a positive, inclusive learning and working environment in which tolerance and mutual respect is promoted and diversity is recognised and celebrated in order to ensure that all members of the college community, whatever their gender, ethnic origin, religion, sexual orientation, social background or ability can thrive personally, socially, morally, spiritually and educationally, without interruption, bullying or harassment.

This value underpins all of the work that we do at the college and is reflected in our policy documents, which inform our everyday working practice.

Bullying of any kind is unacceptable at our college. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a *Talking* college which means that *anyone* who knows that bullying is happening is expected to tell a member of staff.

## **What Is Bullying?**

Bullying is a negative behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either verbally, physically or emotionally.

Bullying may occur online using ICT and/or a mobile device / phone (online may use social networking sites to post hurtful comments or images and or bbm / text messages may be sent and received) This is known as cyber bullying.

Negative behaviour relating to 'Homophobic Bullying' relating to sexual orientation, sexuality or transgenderism are treated in the same way as any other form of bullying and will not be tolerated.

Bullying can occur during or outside College hours.

The college recognises that bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving and practise our Latimer Values.

The college will respond promptly and effectively to all issues relating to all types of bullying (verbal, physical, homophobic, cyber) that are reported to the College.

## **Objectives of this Policy**

- To ensure that all governors, staff, students and parents and carers have an understanding of what bullying is.
- All governors and staff know what the college policy is on bullying, and follow it when bullying is reported.
- All students and parents and carers know what the College policy is on bullying, and what they should do if bullying arises.
- Students and parents and carers should be assured that they will be supported when bullying is reported.
- The Latimer Arts College has a zero tolerance to all types of bullying.

## **Procedures**

1. Students and staff should report bullying incidents to a student's Form Tutor who will work with our House Achievement Team and Mentoring Support Team to resolve issues of bullying.
2. Incidents of bullying will be recorded.
3. For a victim, all incidents of bullying are serious. Where appropriate, parents or carers of perpetrators and victims will be informed and may be asked to attend a meeting to discuss the incident.
4. If necessary and appropriate, the Police will be consulted.
5. The bullying behaviour will be investigated and the bullying dealt with.
6. Sanctions and counselling (if appropriate) will be put into place to support the victim and to help the bully/bullies change their negative behaviour

## **Outcomes**

1. Apologies, restitution, behaviour contracts, or even isolation or exclusion may be considered.
2. Wherever possible, the students will be reconciled.
3. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not occur.
4. All recorded incidents of bullying will be recorded and reported to the relevant bodies.