Anti-Bullying and Harassment

This policy should be read in conjunction with:
Safeguarding policy
Disciplinary policy
Online Safety policies (including Acceptable Use Agreements)
PSHE/RSE policy
Student Code of Practice
Staff Code of Practice

St Andrew's College is committed to providing a caring, friendly and safe environment for all our students. Bullying of any kind is not tolerated at our school. We expect all staff to be alert to bullying behaviour and to follow our anti-bullying procedures.

What is bullying?
Bullying is unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Both those who are bullied and who bully others may have serious, lasting problems, either physically or mentally and emotionally.
Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally, and excluding someone from a group on purpose. Bullying can occur between fellow students or between staff and students.
It is important to be aware that students may be more vulnerable to bullying due to protected characteristics including gender, sexuality, race, religion or disability. Bullying on the basis of a protected characteristic will be taken particularly seriously.

Bullying may be:

- **physical** – pushing, kicking, hitting, pinching or any use of violence
- **verbal** – name-calling, sarcasm, teasing, insulting, making threats, spreading rumours, making comments which are racist, sexist or homophobic or which focus on disabilities or religious or cultural differences
- **emotional** – being unfriendly, excluding, tormenting, graffiti, gestures
- **sexual** – unwanted physical contact or comments of a sexual, sexist or homophobic nature
- **electronic or cyber** – bullying which makes use of electronic forms of communication e.g. text messaging, chat rooms, emails, posting offensive materials on the internet

Prevention of bullying

St Andrew's College aims to prevent bullying by:

- promoting an environment where bullying is acknowledged and in which 'telling' is safe and acceptable
- building the confidence of students by valuing them as individuals, and celebrating success through regular student awards and competitions across a variety of subject areas
- making students aware of expected standards of behaviour and unacceptable behaviour
- including education about bullying, in its various forms, within the PSHE curriculum

- welcoming diversity
- expecting all staff to provide a positive role model to students
- ensuring clear communication between staff regarding student behaviour
- Being vigilant to signs of unhappiness, distress or change in character of students
- Ensuring adequate supervision of students
- St Andrew's College is an associate member of the Anti-Bullying Alliance.
- Displaying anti-bullying posters in all school buildings
- Making clear to students who they can speak to if they are the victim of bullying
- Giving advice on online safety and what to do in the event you receive negative contact online
- Including peer-on-peer abuse and bullying in annual Safeguarding training for staff.

Procedure

When bullying is identified or suspected, the following action should be taken immediately:

- a senior member of staff should be informed. This person will then inform any other relevant members of staff.
- the victim should be reassured and kept safe.

- If the victim is an adult who is vulnerable due to special educational needs or other disabilities, the Designated Safeguarding Lead should also be informed.
- Where appropriate, all those involved should be interviewed by a senior member of staff and written accounts recorded.
- Depending on the severity of the incident, parents / guardians / agents may be notified.
- Appropriate support will be given to the victim.

- Students who are found to have been bullying others will be given advice and support to help them manage their behaviour.
- Clear records must be made of all bullying incidents and kept in a secure location, to provide a clear picture of the situation in the college, any support which needs to be coordinated for students, and any improvements which may need to be made to the college systems.
- If the bullying is found to be based upon a protected characteristic, this must also be recorded so that the college can monitor its success or otherwise in promoting equality and diversity.
- Bullying can become a child protection issue. Bullying is considered to constitute a child protection concern **where there is reasonable cause to suspect that a child is suffering, or is likely to suffer significant harm**. in this case, the Designated Safeguarding Lead should be informed and the college's Safeguarding policy should be followed. This will include as

necessary the Designated Safeguarding Lead referring the case to the local Children's Social Care team, following an assessment of whether the case meets the threshold for referral. Contact details for Children's Social Care, including a link to their website, which includes information on thresholds and referral forms, is found in the college's Safeguarding policy.

Sanctions

A verbal warning and a reminder of the school's code of conduct will always be given. In addition, the following sanctions may also be applied, depending on the seriousness of the bullying:

- A formal written warning
- Being put on report
- Involvement of parents or guardians
- Exclusion from classes or the school
- Reporting to the police

Last review: March 2022

Next review: August 2022