



CROYDON METROPOLITAN COLLEGE

ANTI-BULLYING POLICY

1.0 INTRODUCTION

1.1 Everyone has the right to be in College without being physically, verbally or psychologically abused by others and the College strives to prevent ALL forms of bullying.

1.2 The successful implementation of an anti-bullying policy requires the active involvement of all those within the college community: students, parents, teachers and staff, governors

1.3 An anti-bullying policy has links to other systems within the College e.g. the Behaviour, Discipline Policy

1.4 The College recognises bullying can cause long term psychological damage and any incidents of bullying will be dealt with accordingly.

1.5 All staff members will take all necessary steps to be aware of, identify and tackle bullying behaviour amongst and between students.

2.0 Safeguarding of Children and Young People

If an incident of bullying results in a “reasonable cause to suspect that a child is suffering or likely to suffer significant harm” the College will report their concerns to the local authority children’s social care. Even in cases where safeguarding may not be considered to be an issue, it may be necessary to access the range of external agencies to support the individual experiencing bullying or to address any underlying issues that may be contributing to the behaviour of the individual bullying others.

Criminal Law

Although bullying is not a specific criminal offence, in serious situations criminal laws can apply to harassment and threatening behaviour. If College staff feel an offence has been committed they should seek guidance and assistance from the police.

3.0 The Equality Act 2010

The new Equality Act 2010 replaces previous anti-discrimination laws with a single act. All schools, including Independent, are required to comply with the new Equality Duty.

The Duty has 3 main aims:

3.1 Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Act

3.2 Advance equality of opportunity between people who share a protected characteristic and those who do not share it, and

3.3 Foster good relations between people who share a protected characteristic and those who do not share it

3.4 The Act also makes it unlawful for a school to discriminate against, harass, or victimise a student, provision for student access to any benefit, facility or service or by excluding a student or subject them to any other detriment.

4.0 Definitions and General Principles

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

1. physical (hitting, kicking, theft)
2. verbal (name calling, racist, sexist, homophobic remarks)
3. indirect (spreading rumours, excluding someone from social groups)

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lack of concentration or truanting from college.

5.0 Reporting Bullying

All staff will be made aware of the signs of bullying and in circumstances where bullying is suspected or reported the incident will be dealt with immediately by the member of staff who has been approached. She/he will provide a clear written account of the incident to the Senior Tutor/Vice Principal/Principal (as appropriate). The Vice Principal/Principal (as appropriate) will interview all concerned and will make a clear written record of discussions held during the interview(s). All appropriate staff and parents will be informed of the outcome of the above interviews. Punitive measures will be used as appropriate and in consultation with all parties concerned.

Students will be encouraged to report bullying in the College to a member of staff.

6.0 Support to Victims of Bullying

Students who have been bullied will be continuously supported.

1. Students will be offered an immediate opportunity to discuss the experience with a senior tutor or member of staff of their choice
2. The allocated staff member will reassure the pupil, help to restore the student's confidence and offer continuous support

Students who have bullied will be helped by:

1. Discussing what happened
2. Staff discovering why the student became involved
3. The student themselves establishing the wrong doing and need to change
4. Staff informing parents or guardians to help change the attitude of the student

7.0 Monitoring, evaluation and review

CMC will review this policy annually and assess its implementation and effectiveness.