

ANTI-BULLYING POLICY

*This policy applies to the whole college, including boarding, and is publicly available at natmatsci.ac.uk.
Hard copies and accessible formats are available on request from the College Office.*

All employees should read this policy in conjunction with our Safeguarding-Child Protection Policy, Behaviour Management Policy, Whistleblowing Policy, Staff Behaviour Policy (Code of Conduct) and The Teachers' Standards.

Legal Status: Complies with the Education (Independent School Standards) (England) (Amendment) Regulations currently in force

Applies to: All staff and volunteers working in the college along with the board of directors.

Designated Member of Staff responsible for Anti-Bullying: The member of Staff with overall responsibility for anti-bullying in the whole school is Dr Penny Robotham who also has oversight of Pastoral Care at the College including Behaviour Management.

Monitoring and Review: This policy is subject to continuous monitoring, review and refinement by the Principal. The Proprietors will undertake a full annual audit of the policy, its procedures and the efficiency of the associated policy systems. This review will be documented in writing and any deficiencies identified by the Proprietors will be remedied immediately. The policy may be reviewed earlier than the date given below, if significant changes to the systems and arrangements of the College take place, or if legislation, regulatory requirements or best practice guidelines so require. All College Staff will be informed of any updates or amendments made to this policy

Signed:



Antonia Giovanazzi
Principal



Dr Elizabeth McFarlane
Proprietors' Nominated Person

Date of policy review and update: September 2019

Date of next review: September 2021

PRINCIPLES – AIMS AND OBJECTIVES

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at the College. Everyone in the College has the responsibility to report bullying behaviours.

THE NATURE OF BULLYING BEHAVIOURS

“Bullying behaviour is the repeated, intentional, hurting of one person or a group of people, where there is an imbalance of power. It can happen face to face or online”. *Anti-Bullying Alliance 2018*

The main types of bullying behaviours are:

Verbal	Name calling, insults, offensive remarks, discriminatory language and aggressive comments.
Indirect	Spreading rumours, social exclusion, taking someone’s property, sending malicious messages on social media, text, emails including photographs and images. Can include the exploitation of an individual.
Physical	Physical intimidation, kicking, punching, pinching, spitting, slapping, hair pulling.
Cyber	Sending malicious messages on social media, text, emails including photographs and images. Sending inappropriate messages.
Sexual	Unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, transphobic abuse, exposure to inappropriate films etc.
Emotional	Isolating others, tormenting, hiding possessions, threatening gestures, ridicule, humiliation, intimidation, exclusion, manipulation and coercion.

Anti-Bullying Alliance/Diana Awards 2018

THE NATURE OF CONFLICT

In a conflict, both sides have equal power, but inappropriate and hurtful things may be said or done to each other. e.g. disagreements, arguments, confrontation, difference of opinion.

Sometimes it can be hard to distinguish between bullying and the normal ups and downs of peer relationships. Conflict and difficulties can arise from personal differences of opinion or the breakdown of relationships between individuals or groups of friends. The following checklist from Rachel's Anti-Bullying Guide (2013) may help to distinguish between conflict and bullying.

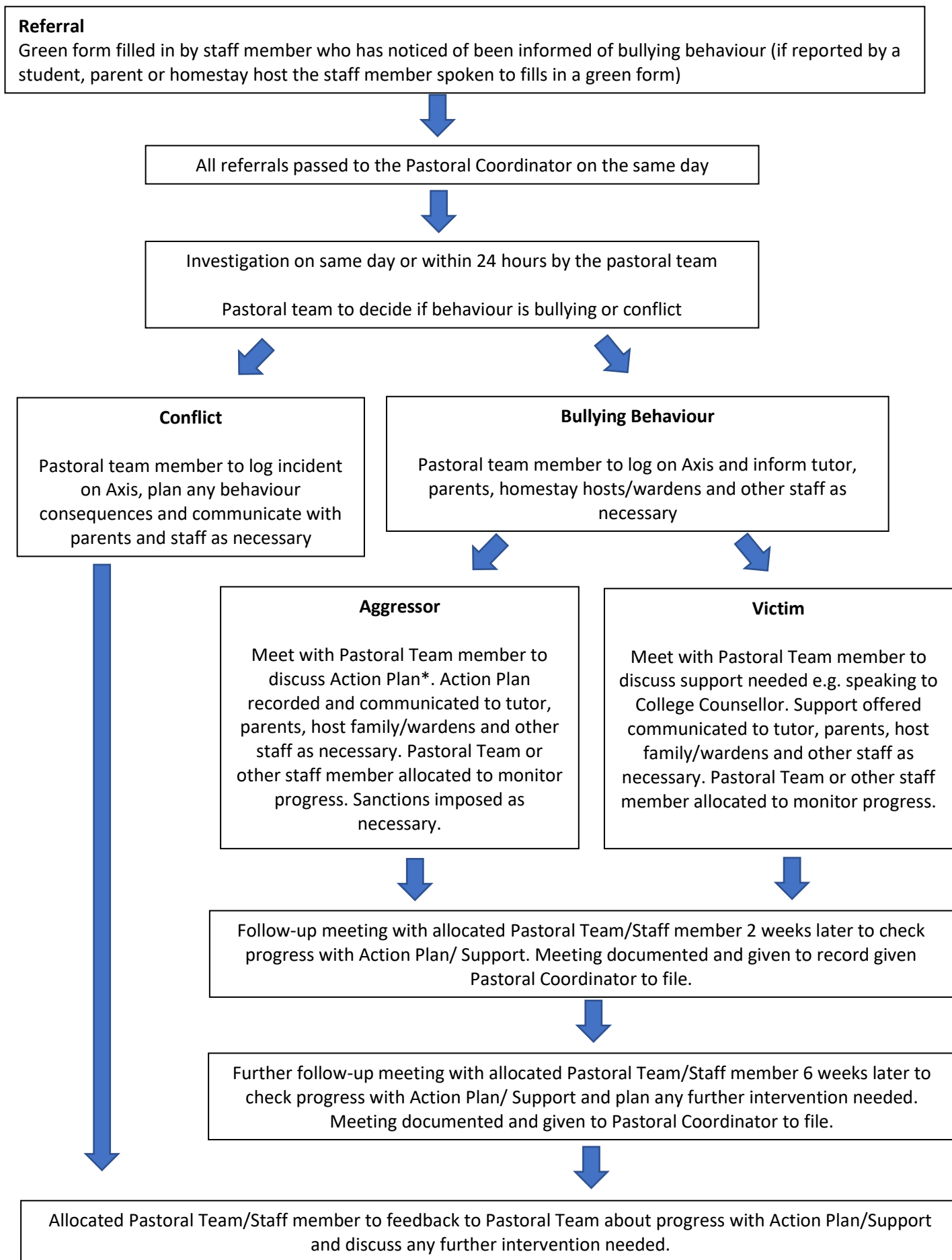
Peer conflict is likely to involve:	Bullying is likely to involve:
<ul style="list-style-type: none">▪ Equal power▪ Friends▪ No pattern of negative actions▪ No premeditation to upset or harm▪ Sincere remorse afterwards▪ Interest in repairing the relationship▪ Alternate roles, not one-sided▪ Stay together after the incident	<ul style="list-style-type: none">▪ Power imbalance▪ No real friendship▪ Targets are alone without peer support▪ Patter of repeated negative actions▪ Actions are purposeful▪ Gaining control, power and items▪ Person who bullies shifting the blame▪ No sincere remorse▪ No interest in repairing the relationship▪ One-sided actions or comments▪ Separation after the incident

PREVENTING BULLYING IN COLLEGE

The College tries to minimise the incidence of bullying through:

- strong pastoral care with small tutor groups and regular contact with tutors;
- regular mentoring sessions with tutors;
- comment and concern box in Reception that students can use anonymously;
- clear emphasis on zero-tolerance with regard to bullying;
- College Counsellor who students can arrange to see directly or through a member of staff;
- buddy system for new students with each student having an older student to talk to;
- House system which promotes friendships across the Year groups and provides positive role modelling and mentoring;
- PSHE lessons that are focused on discrimination, prejudice, bullying and conflict;
- Raising awareness through assemblies and displays;
- Team building in tutor periods, House events, College trips and whenever the opportunity arises.

PROCEDURES IN THE EVENT OF BULLYING OR CONFLICT



* Example Action Plan items: meet with College Counsellor, discussions/reading/podcasts about different cultures/beliefs, sanctions, meetings with victim to discuss differences