

Student Anti-Bullying Policy

1. Policy Statement

- 1.1. Weymouth College has a zero tolerance policy towards bullying. The College is committed to providing a safe environment for learning which is free from discrimination, promoting the practice of fairness and eliminating inequality. The college will challenge bullying and take decisive action(s) to keep students safe.
- 1.2. The college is also committed to creating a supportive environment which enables staff and students to report and challenge bullying.

2. Reason For The Policy

- 2.1 The College is committed to providing a safe environment for learning which is free from discrimination.
- 2.2 To encourage staff and students to report and challenge bullying.
- 2.3 To ensure that students and staff follow the appropriate procedures regarding bullying incidents

3. Policy Objectives

- 3.1 Weymouth College aims to eliminate all forms of bullying and ensure that students learn in an environment that is safe and free from discrimination.
- 3.2 The Education Act 2002, 2006 and keeping children safe in education guidelines places a duty on colleges to safeguard and promote the welfare of children. Safeguarding encompasses bullying.
- 3.3 The equality Act 2010 imposes a legal duty on individuals to take active role in promoting equality and diversity and tackling any forms of discrimination and focuses 9 protected characteristics, Age, disability, gender reassignment, marriage and civil partnership , pregnancy and maternity, race, religion or belief, sex, sexual orientation.

4. Policy

- 4.1. Weymouth College will comply with discrimination laws and promote equality of opportunity and inclusion.
- 4.2. Weymouth College will take a preventive approach to protecting students from potential bullying and aim to ensure that all students are safe and free from discrimination through awareness raising and inclusion in Student Council/ Student Representatives Meetings.
- 4.3. Weymouth College will take all appropriate actions to address concerns about bullying of a student.
- 4.4. Weymouth College will provide support to individuals who report bullying incidents ensuring they are clear about the steps they should take.
- 4.5. Every student has a personal responsibility to comply with this policy, to behave appropriately and to treat fellow students and staff with dignity and respect and to comply with Colleges procedures on discrimination, bullying, safeguarding.
- 4.6. Weymouth College will consider student feedback regarding bullying and safe learning environment in the planning, implementing, monitoring and review of policies and procedures to ensure that the maximum is done to provide a secure, safe learning environment free from all forms of bullying and discrimination

Policy Title:	Student Anti – Bullying Policy	Policy Owner:	Vice Principal Performance & Delivery
		Policy Author:	Support Area Manager, Student Services
Status:	FINAL	Author Approval Date:	September 2017
EIA Required Yes or No due regard given	Yes	Review Date:	July 2020
Yes - EIA Date:	December 2014		

- 4.7. Weymouth College will treat any incident of bullying as a serious matter which may lead to disciplinary action and exclusion for serious offences will be given to any student found guilty of bullying and harassment.

5. Definitions

Bullying is a repeated behaviour that is intended to hurt someone either physically or emotionally. It is often aimed at certain groups because of race, religion, gender or sexual orientation. Bullying can take many forms including physical assault, teasing, making threats, name calling, cyber bullying (via mobile phone and online/ social networks).

6. **Note: Staff related Bullying cases will be referred to College Bullying and Harassment policy.**

7. Policy Owner

7.1. Vice Principal Performance & Delivery

8. Who Will Need To Know About This Policy

- All staff
- All students
- All those who are franchised to undertake work with the College
- All parents of students

9. Responsibility

8.1 The College aims to provide an open welcoming and safe environment for all its staff, students and visitors. The following suggested procedures should be adopted to complement the College Safeguarding, Equality and Diversity Policies and at any point, referral to the procedures within the Disciplinary Policy can be made.

8.2 It is often difficult for a person to make complaints about Bullying and harassment without feeling vulnerable. The following chart is in place to be followed.

- See **Annex A**

10. Related Policies

- Single Equality Scheme
- Student Disciplinary Policy
- Staff Disciplinary Policy
- Safeguarding Policy – Child Protection and Adults At Risk
- Staff code of conduct

11. History

This policy was adopted and approved on:

Signed: *Nigel Evans*

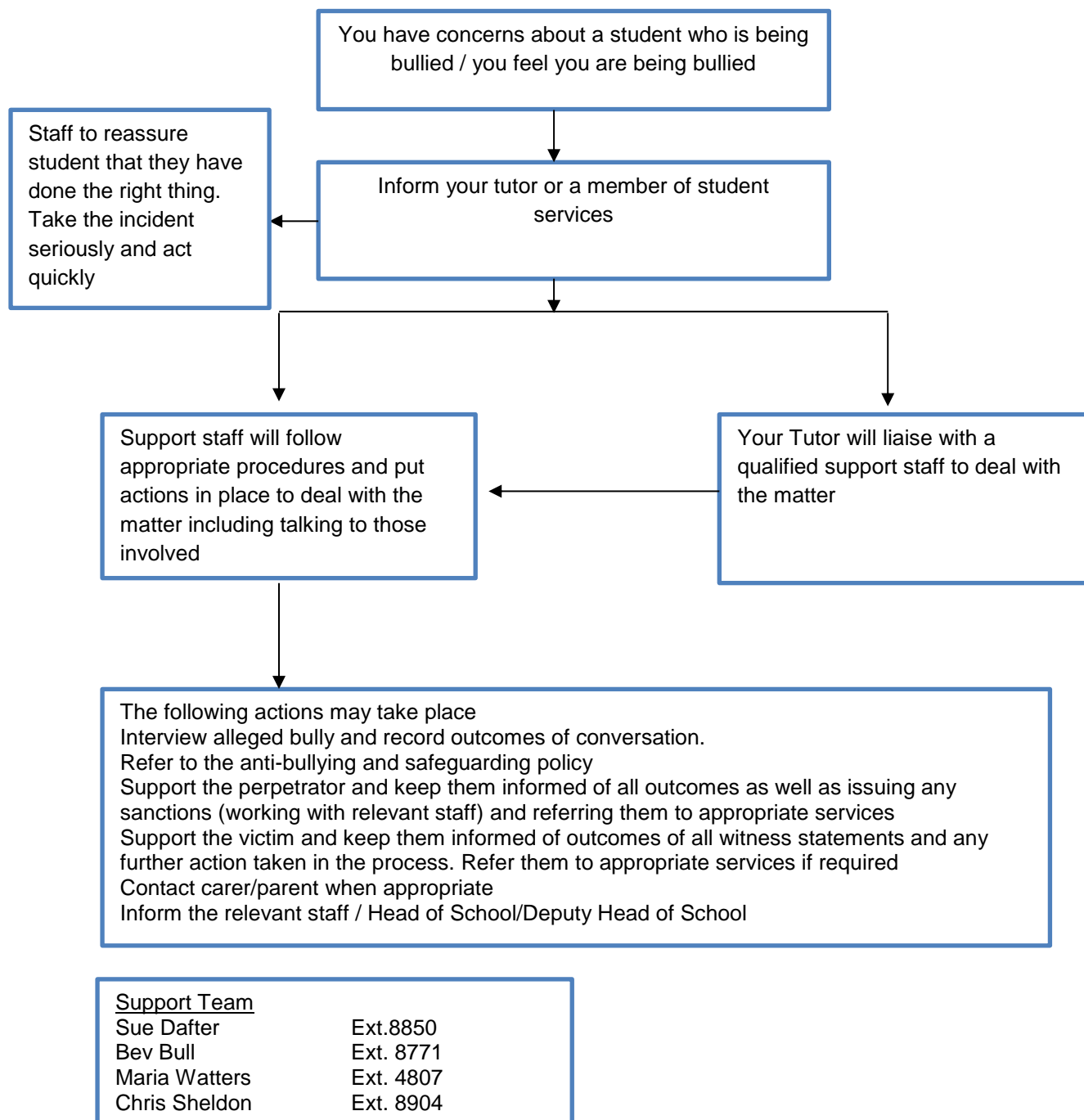
Date: *5 October 2017*

Principal

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Student bullying referral

Flow Chart Referral: What to do if you are concerned about bullying



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