

CUR19 - Student Anti-Bullying Policy

Policy Author:	Head of Student Services	Policy Owner:	Vice Principal Curriculum & Quality
Approval Date:	March 2021	Review Date:	September 2024
Purpose of the Policy <p>The College is committed to providing a safe environment for learning which is free from discrimination.</p> <p>To encourage staff and students to report and challenge bullying.</p> <p>To ensure that students and staff follow the appropriate procedures regarding bullying incidents.</p>			

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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. Policy Objectives

- 2.1.** Weymouth College aims to eliminate all forms of bullying and ensure that students learn in an environment that is safe and free from discrimination.
- 2.2.** 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.
- 2.3.** 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 on the 9 protected characteristics:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation.

3. Policy

- 3.1.** Weymouth College will comply with discrimination laws and promote equality of opportunity and inclusion.
- 3.2.** 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.
- 3.3.** Weymouth College will take all appropriate actions to address concerns about bullying of a student.
- 3.4.** Weymouth College will provide support to individuals who report bullying incidents ensuring they are clear about the steps they should take.
- 3.5.** 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.

- 3.6.** 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
- 3.7.** 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.

Note: Staff related Bullying cases will be referred to College Bullying and Harassment Policy.

4. Responsibility

- 4.1.** 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.
- 4.2.** 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 **Annexe 1 – Student Bullying Referral**

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).	Who Needs to Know?	<ul style="list-style-type: none"> • All staff • All students • All those who are franchised to undertake work with the College • All parents of students
Related Policies and Procedures:	<ul style="list-style-type: none"> • Single Equality Scheme • Student Disciplinary Policy • Staff Disciplinary Policy • Safeguarding Policy – Child Protection and Adults At Risk • Staff code of conduct 	Approval Date:	March 2021

This policy was approved and adopted by:

Julia Howe

**Julia Howe
Principal & CEO**

Annexe 1

Student bullying referral

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

