

Policy Group: College
Version no: 1.0
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Approved by: Charity Executive Committee (CEC)

St Andrew's College Anti-Bullying Policy

1. Policy Summary

The purpose of this policy is to ensure that both students and staff in St Andrew's College:

- Feel safe and secure in the college.
- Are able to work within a safe and happy environment.
- Are recognised as equal and as having the right to be treated with respect and kindness.
- Are safeguarded against any form of bullying.

Context and Definitions

"Bullying is the behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally through threats or superior force" Preventing and Tackling Bullying (DfE, May 2012).

Bullying is hurtful or unkind behaviour which is deliberate and repeated. This can be carried out by an individual or a group of people towards an individual or a group. The STOP acronym can be applied to define bullying – Several Times On Purpose.

Bullying may include:

- Physical assaults or threats – pushing, kicking, hitting, pinching, physical intimidation and any form of violence
- Attacking property – damaging, stealing or hiding someone's possessions
- Verbal – name calling, spreading rumours, persistent teasing, derogatory or offensive language or threats
- Psychological – deliberately excluding or ignoring people tormenting, threatening
- Cyber – using emails, text messaging, instant messaging or social networking to write or say hurtful things about someone

Bullying may be related to:

- Race, religion, culture or beliefs
- Appearance or health conditions
- Sexual orientation
- Gender
- Gender identity (including the deliberate misuse of pronouns)
- Special Educational Needs or disability
- Home and family circumstance
- None of the above

Derogatory Language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying.

Prejudice-based incidents

A prejudice-based incident is a one off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted.

Signs of bullying may include:

- Unwillingness to come to the college.
- Withdrawn or isolated behaviour, change in personality traits.
- Complaining about missing possessions.
- Refusal to talk about the problem.
- Easily distressed.
- Damaged or incomplete work, decline in academic progress.
- Physical appearance and/or injury.

Aims and Values

Bullying of any kind is unacceptable and will not be tolerated at our college. The safety, welfare and wellbeing of all students and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole college community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole college community. We want to enable our students to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our students by society, when they return to school/college and beyond in the world of further study and work.

The college places a great emphasis on the rights of individual students to be able to study and learn effectively, and college staff to work in a calm and safe environment and will act immediately to prevent and/or eliminate bullying, in line with the SAH Anti-bullying policies.

2. Links to Procedures

Rio Notes
SAH Safeguarding Policies
SAH Safewards
SAH Anti-bullying of Patients Policy

3. Monitoring and Oversight

Responsibility and Accountability

The Leadership Team will:

- Write and regularly review the Anti-Bullying Policy.
- Ensure that all members of staff follow the anti-bullying policy and that the college upholds its duty to promote the safety and well-being of all young people, through learning walks, monitoring of Rio Notes and management supervision.
- Encourage and empower staff to devise and deliver events, enrichment days and diversity displays, which raise awareness of diversity issues and an anti-bullying ethos.

Curriculum and Subject Leads will:

- Ensure that content to raise students' awareness of issues in relation to bullying is present throughout the curriculum, particularly in PSHE.
- Ensure that lesson resources and materials do not show stereotyping, assumptions or derogatory language.

Ward Links will:

- Communicate effectively with wards and other members of the Multi-Disciplinary Team to identify and resolve issues of bullying observed within the college.
- Communicate effectively bullying issues that have occurred within wards and other settings to college staff, so they are able to intervene as appropriate if such issues manifest within the college.
- Communicate effectively, with Multi-Disciplinary Support as appropriate, with parents and carers on any bullying issues which have occurred within the college and inform parents and carers what action has been taken in response.

Individual teachers are responsible for:

- Undertaking training to detect the signs of bullying.
- Playing an active role in the college's efforts to prevent bullying.
- Helping to develop students' awareness of issues in relation to bullying during sessions and other interactions with our young people.
- Contributing to and devising events, enrichment days and diversity displays, which raise awareness of diversity issues and an anti-bullying ethos.
- Challenging stereotyping when it is observed.
- Being vigilant to the signs of bullying and report bullying when it is observed.

If staff become aware of bullying they should:

- Ensure that they intervene, as non-intervention has the effect of tacitly condoning the bullying.
- Reassure the students involved.
- Inform the relevant member of staff, in line with SAH policy.
- Adequately record the incident on RiO, identifying particularly any elements of prejudice or discrimination.

All staff should actively encourage and empower all students to meet the College's expectations of them with regard to the Anti-Bullying Policy, including:

- Avoiding taking part in any kind of bullying.
- Watching out for potential signs of bullying amongst their peers.
- Taking appropriate action to avoid being a bystander to incidents of bullying by supporting the victim, encouraging them to report the bullying, and, if possible accompany them to a trusted adult.

4. Diversity and Inclusion

St Andrew's Healthcare is committed to *Inclusive Healthcare*. This means providing patient outcomes and employment opportunities that embrace diversity and promote equality of opportunity, and not tolerating discrimination for any reason.

Our goal is to ensure that *Inclusive Healthcare* is reinforced by our values, and is embedded in our day-to-day working practices. All of our policies and procedures are analysed in line with these principles to ensure fairness and consistency for all those who use them. If you have any questions on inclusion and diversity please email the inclusion team at DiversityAndInclusion@standrew.co.uk.

5. Training

St Andrew's College holds regular INSET days within which relevant training is offered for dissemination of best practice.

6. References to Legislation and Best Practice

Ofsted Framework 2019
SAH Anti-Bullying of Patients Policy
SAH Diversity and Inclusion Policy

7. How to request a change or exception to this policy

Please refer to either the [Policy and Procedure Update Application Link](#) or the [Policy and Procedure Exception Application Link](#)

8. Key changes

Version Number	Date	Revisions from previous issue
1.0	Sept 2020	Rewritten and formatted on new Charity Template