

Policy Title	Anti-Bullying Policy
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Date of approval by Chair/LGC Signed by Chair	<i>Kevin Massey</i>
Approval signed by Head of College	<i>C. Lamb</i>
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Policy Responsibility	Head of Safeguarding
For action by	All staff
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Anti-Bullying Policy

The entitlement of all learners, staff and volunteers is to be equally valued and respected. It is the responsibility of everyone to show understanding and respect to others. Bullying will not be tolerated and has no place in MyLife Learning, or indeed the wider Charity. The college is committed to creating a safe place where young people can develop academically, socially and emotionally, free from fear, humiliation, oppression or abuse. MyLife Learning fosters an atmosphere based on mutual respect and trust, where learners, staff and visitors can feel safe. Bullying is not tolerated under any circumstance. However, we recognise it can occur in any organisation. This policy sets out the actions that are taken to prevent bullying and to identify it promptly and resolve it, should it occur.

Introduction

It is important for everyone to understand what bullying is. There are many definitions and perceptions of bullying, but all recognise that bullying is sustained and takes place where there is an imbalance of power.

A useful definition is:

‘Bullying is the repeated intimidation of others by real or threatened infliction of physical, verbal, written, electronically transmitted, (cyber-bullying), or emotional abuse, or through attacks on the property of another. It may include, but not be limited to, actions such as verbal taunts, name-calling, and extortion of money or possessions.’

Cyber-bullying is bullying through the use of communication technology such as mobile phones, text messages, e-mails or social media sites. This can take many forms including:

- sending threatening or abusive text messages either personally or anonymously;
- making insults about a person on a social media site or online;
- making or sharing derogatory or embarrassing videos of someone via mobile phone, email or social media. For example ‘Happy Slapping’ videos.

Sexting is the sending and receiving of sexually inappropriate images or message, using mobile phone or the internet. It is illegal for children under the age of 16 to do this and will be referred to the police and social care. It is illegal to retain a sexually inappropriate image of another person and show it to others. Any learner found doing this will be referred to the police and social care and it is highly likely will result in a fixed term exclusion of the learner.

The law

Bullying in some instances can constitute a crime which can be reported to the police. These include:

- violence or assault;
- theft;
- hate crimes;
- damage to property;
- repeated harassment or intimidation such as threats, abusive phone calls and emails.

Radicalisation

MyLife Learning has a duty to put measures in place to prevent the radicalisation of learners that may lead to the development of extremist ideas and, potentially, actions. Bullying includes coercing a person to participate in activities to radicalise learners. In rare instances this could be a learner coercing another learner. Any concerns re radicalisation must be reported immediately to the Head of Safeguarding.

Persons covered by the policy

- learners
- all staff
- visitors
- volunteers
- parents/carers

This policy should be read in conjunction with the policies listed below:

- Safeguarding
- Learner conduct
- Staff Conduct
- E-safety
- Prevent

The aims of MyLife Learning in relation to the prevention of bullying are to:

- ensure all learners, staff, parents/carers know that bullying will not be tolerated;
- provide consistent, regular learning activities so that learners understand the approach of MyLife Learning, and the part they can play in preventing bullying;
- provide clarity and agreement about what is and is not bullying;
- ensure whole college awareness of the rights of all learners, staff and volunteers with regard to bullying;
- emphasise the role of everyone involved with MyLife Learning and the wider Charity to prevent bullying and confront it when it occurs;
- create an environment where learners feel confident to report bullying should it occur;
- provide absolute clarity about what preventative steps MyLife Learning takes and how these are implemented;
- provide effective staff training, to ensure all staff understand the principles and purpose of the policy, the legal responsibilities relating to bullying, strategies to resolve bullying and where to seek support;
- frequently raising the awareness and understanding of staff, learners and parents/carers of the procedures to follow should bullying occur.

In rare instances of bullying we aim to:

- eliminate the bullying;
- support the person affected by identifying and resolving the problem, building their self-esteem and resilience and, where appropriate, support them to develop strategies to avoid bullying;
- enable the perpetrator to understand the unacceptability of their behaviour and the consequences should it continue;
- investigate the cause of the bullying and provide support to enable them to modify their behaviour, as well as to understand the impact of their behaviour on others;

- provide and support reconciliation between the perpetrator and the victim, using external organisations and expertise where necessary.

Key responsibilities

The Head of College is responsible for the strategic and operational management of the college.

The Head of Safeguarding is responsible for monitoring compliance with this policy and taking action when bullying requires external safeguarding involvement.

All staff are responsible for promoting a culture where bullying is not tolerated, promoting anti-bullying, and challenging it when it occurs. All staff are responsible for supporting learners to raise concerns about bullying and reporting and dealing with any concerns.

Record keeping:

Incidents of bullying are recorded xxxxxxxxxxxx and on the learner's file by the member of staff investigating the incident. Where an incident is of significant concern the learner will meet with the Head of College or their deputy.

Monitoring and review

This policy will be monitored through incident reports from the Head of Safeguarding to the Head of College, or deputy and through quarterly reporting to the Local Governing Committee. (LGC).