



# **The William Henry Smith Specialist College**

## **Anti Bullying Policy**

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### Policy Details

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<b>Status:</b>	<b>In-house</b>
<b>Frequency of review:</b>	<b>Annually</b>
<b>Lead member of staff:</b>	<b>Leanne Clarke</b>
<b>Last reviewed:</b>	<b>Summer 2024</b>
<b>Next Review Date:</b>	<b>Summer 2025</b>
<b>Policy Number:</b>	<b>CWS3</b>

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## 1.0 Introduction

Staff, learners and visitors have the right to live, work and learn in an atmosphere that is free from harassment and fear. The safety and welfare of our learners and staff is of the utmost importance and bullying of any kind is never accepted. All bullying is unacceptable, regardless of its form or which excuses are given to justify it. We promote mutual respect and tolerance. We support anyone who feels they are experiencing bullying to resolve the situation and remove the behaviour.

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## 2.0 Purpose

The purpose of this policy is:

- To ensure a secure and happy environment, free from threat, harassment, discrimination, or any type of bullying behaviour
- To ensure a consistent approach to preventing, challenging, and responding to incidents of poor behaviour or bullying
- To outline the commitment of the College to continuously improve tackling the reasons behind poor behaviour and bullying

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## 3.0 Scope

This Policy applies to all learners enrolled at the College, staff and users of the provision at the College. It applies to student behaviour in all College related activities, on or off site, such as College-arranged transport to and from college, work placements and other visits. It forms part of the College's commitment to the safeguarding of children and adults at risk.

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## 4.0 Related Policies

This policy should be read in conjunction with the following:

- The Smith Foundation Safeguarding Policy
- The Smith Foundation Positive Behaviour Policy
- The Smith Foundation Whistle Blowing Policy

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## 5.0 Definition

There is no legal definition of bullying. Bullying is a use of power and behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can be short term or happen over long periods of time. Bullying is anti-social behaviour that is never acceptable.

Bullying can be:

Emotional: Being unfriendly, excluding, tormenting (e.g., hiding books, threatening gestures), ridiculing, humiliating, spreading rumours, insensitive jokes. Social economic status related to home-life and circumstances.

Physical: Pushing, kicking, hitting, pinching or any use of violence

Racial: Racial taunts, graffiti, gestures

Sexual: Unwanted physical contact, intimidation, sexually abusive comments or graffiti

Homophobic: Because of, or focusing on, the issue of actual or perceived sexuality

Transphobic: Behaviour or language that makes the individual feel unwelcome or marginalised because of their perceived or actual sexuality

Faith-based: Because of or focusing on matters relating to religious ideology, belief or creed

Direct or indirect: Name calling, sarcasm, spreading rumours, teasing

Cyber: “the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else”. All areas of internet, such as email and chat room misuse, technology such as camera and video facilities, iPad, games and consoles.

Bullying can take place anywhere and may be related to

- Race
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Disability
- Home circumstances
- Sexual orientation
- Gender

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## 6.0 Responsibilities

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It is the responsibility of everyone working or studying at The William Henry Smith Specialist College to promote mutual respect, fairness and equality. Everyone should understand the issues around bullying, be aware of signs to look out for and know how to manage any incidents of bullying.

The Smith Foundation Governors:

- review the Anti-bullying policy and its implementation
- receive termly reports on incidences of bullying and subsequent actions taken through safeguarding monitoring procedures

Head of College:

- monitor the implementation and effectiveness of our anti-bullying policy and procedures
- review this policy every year to make sure it is effective and up to date
- ensure all staff are aware of this policy and related documentation
- ensure a suitable approach to the prevention and tackling of bullying is in place at the college
- review all logged incidents and takes any necessary actions
- ensure effective communication is maintained with parents/carers
- report on incidences of bullying and subsequent actions taken as part of regular monitoring by The Smith Foundation Governors.

All staff:

- ensure they are familiar with this policy and adhere to all relevant procedures
- always promote respect

- use College wide systems to report all incidents of bullying
- support all learners directly

All learners:

- develop an understanding of what bullying is
  - know what to do if they are worried someone is being bullied
  - know what to do if they are being bullied
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## 7.0 Bullies and Victims

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Bullying takes place where there is an imbalance of power of bully over victim. This can be achieved by:

- Size and/or strength
- The numbers or group size involved
- Anonymity – through the use of cyber bullying (using email, social networking sites, texts etc.)
- The level of cognition, confidence, or emotional maturity of students

Staff must remain vigilant about bullying and approach this in the same way as any other category of safeguarding. Learners may not be aware or be able to articulate that they are being bullied. Staff should be able to identify learners who may be vulnerable and who could fall victim to bullying as well as those who may demonstrate bullying behaviour. Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage a person's mental health. Everybody has the right to be treated with respect. People who are demonstrating bullying behaviour need to learn different ways of behaving.

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## 8.0 Signs and Symptoms

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A person may indicate by signs or behaviour that they are being bullied. Adults should be aware of all possible signs and should always report concerns immediately. There is no exhaustive list of behaviours that can indicate bullying but bullying should always be considered as a possibility when there are concerns about a learner. Learner safety is monitored through regular learner questionnaires, parent/carer surveys and direct interaction between college staff, learners and their families.

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## 9.0 Procedure

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Where bullying does occur, learners and parents/carers are encouraged to report it. All reports will be followed up. The Head of College:

- operates a reporting and recording procedure
- deals with all reports speedily, fairly and positively
- takes account of the evidence and all views
- provides anonymity for the victim whenever possible
- offers advice and support to the victim
- offers advice and support to the person/s demonstrating bullying behaviour, in order to support them to change their behaviour
- ensures that all involved are kept informed

- responds to bullying behaviours in line with The Smith Foundations Positive Behaviour Policy. When necessary, the Head of College will inform other key college staff and relevant external agencies.

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## 10.0 Preventing Bullying

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The William Henry Smith Specialist College study programmes teach learners to:

- understand what bullying is
- recognises signs of bullying
- know what to do if they are being bullied
- know what to do if they think someone else is being bullied

Learners develop this understanding through direct instruction in the PSHE areas of their study programmes. Staff actively encourage learners to respect themselves, each other and their environment. Staff regularly discuss bullying and develop learners' confidence to discuss bullying. Expectations of behaviour are regularly reinforced. Staff remain alert to the dynamics between learners. Staff record and report every incidence of bullying. Racist, sexual or homophobic bullying, and bullying related to religious belief or creed, must be reported directly to the Head of College and the Designated Safeguarding Lead (DSL). Incidents involving an immediate threat to the safety of a learners should also be reported directly to the Head of College.

All staff have a responsibility to report general incidences of suspected bullying on the colleges online monitoring system (CPOMS). Confirmed cases of bullying must be recorded and monitored by the Head of College. All incidents of bullying will be discussed with all relevant staff and parents/carers of the learners involved, in order to ensure that the incident is resolved positively and that vigilance against further bullying is maintained. Incidents of bullying, as with other behavioural incidents, will be reported to The Smith Foundation Governors on a termly basis, unless the incident is of such a level that requires the immediate involvement of the Governors.

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## 11.0 Strategies And Support

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Staff will implement suitable responses to bullying behaviour and deploy strategies to change the behaviour so that bullying does not recur. Responses to bullying are in line with The Smith Foundations Positive Behaviour Policy.

Where criminal behaviour is suspected or confirmed to have occurred as part of the bullying incident, the Police will be informed.

A range of support will be on offer and may include:

- Restorative justice
- Counselling/mediation
- Peer support systems
- Direct teaching
- Work with parents and carers
- Work with relevant outside agencies.

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## 12.0 Working With Parents/Carers

We are always happy to hear any concerns you may have about your child's college experience. All concerns should be reported to the Head of College as soon as possible.

Concerns will be recorded and monitored. In cases of serious bullying, parents/carers will be informed and will be invited to meet with staff to discuss the reports and concerns. Any bullying behaviour or threat of bullying must be investigated and stopped quickly. Efforts will be made to help the bully or bullies change their behaviour. Please do not attempt to resolve the problem yourself, either by speaking to the person you think is the bully or their parents/carers.