



ANTI-BULLYING POLICY (STUDENTS)

Process Area	Student Services
Reference Number	STS/014
Directorate	Client Services

Issue No	Date	Details	Author	Approved	Next Review
001	June 2012	First issue	JMcK	BD	Oct 2015
002	Oct 2015	Reviewed changes to all sections	JMCK	JQ	April 2018
003	April 2018	Reviewed with changes to all sections	RS	Governing Body	April 2021
004	April 2021	Reviewed with changes to all sections and to allow for a separate procedural note	RS	Governing Body	April 2024
005	April 2024	Reviewed with minor changes	RS	Governing Body	April 2027

If requested, the College will make the policy available in alternative formats to accommodate visual impairments. The policy can also be downloaded from the College website and made available in alternative languages upon request.

1. POLICY STATEMENT

Southern Regional College is committed to providing a safe, positive and supportive environment in which all students can achieve their full potential. The College recognises that bullying (including cyber bullying) and harassment undermine the confidence, self-esteem, and health and well-being of the student and can impact on his/her attendance and attainment. It can lead to serious physical and emotional concerns. All students, staff and visitors are entitled to be treated with respect and understanding and to take part in any activity free from intimidation. Bullying and harassment of any kind is unacceptable and will not be tolerated.

Principles on which the policy is based:

- all students, parents, carers, guardians, visitors, staff and governors are entitled to be treated with respect and understanding and to take part in any activity free from intimidation.
- all students, parents, carers, guardians, visitors, staff and governors are encouraged to contribute to a positive, safe and supportive environment and report any concerns.
- the College will promote opportunities to raise awareness of issues relating to the prevention of bullying and harassment.
- appropriate procedures and reasonable sanctions will be used to deal with bullying and harassment.
- those involved in bullying (victim/target and perpetrator) will be offered support to help them move forward in a positive way, including access to the College's confidential counselling service.
- incidents of bullying and/or harassment and those actions taken will be recorded monitored and evaluated, the information will inform future strategies. Appropriate confidentiality will be maintained.
- students and staff will be involved in the development, monitoring and review of the policy and procedures.

This policy should be read in conjunction with the Anti-bullying procedural note.

2. SCOPE

This policy applies to all students whilst on College premises and on College transport. It also applies to bullying that may take place outside of the College premises or hours, e.g., social events, trips abroad or on social media.

3. DEFINITIONS

Bullying	<p>Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities.</p> <p>Bullying can be:</p> <p>Emotional - being unfriendly, excluding someone, tormenting (e.g., threatening gestures, interfering with personal possessions), threatening language, persistent teasing or harassment.</p> <p>Physical - pushing, kicking, hitting, punching or any use of physical violence.</p> <p>Racist and Religious - Racist and Religious bullying can be defined as ‘a range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin or national status.’</p> <p>Sexual - Sexual bullying includes any behaviour, whether physical or non-physical, where sexuality is used as a weapon. It includes unwanted physical contact or sexually abusive comments.</p> <p>Transphobic - Transphobic bullying refers to bullying because someone is or is thought to be transgender.</p> <p>Homophobic - Homophobic bullying targets someone because of their sexual orientation (or perceived sexual orientation).</p> <p>Verbal - name-calling, sarcasm, spreading rumours, teasing, and graffiti.</p> <p>Cyber - all areas of internet, such as social networking, email, and chat room misuse. Threats/abuse by text messaging or calls from any mobile device. Misuse of associated technology i.e., phones, tablet, camera, video.</p> <p>Disablist - bullying involving young people with disabilities employs many of the same forms as other types of bullying, with name calling, pushing, and shoving being common.</p> <p>This is not a definitive list of behaviours but identifies some of the key aspects we understand as bullying type behaviours.</p>
Harassment	<p>Harassment is similar to bullying because someone hurts another person through cruel, offensive and insulting behaviours. Harassment is different from bullying in that it is a form of discrimination.</p>

4. RESPONSIBILITIES

4.1 Chief Executive

The Chief Executive will:

- Ensure that there is appropriate support and training for staff investigating all bullying issues relating to students.
- Approve all guidance and procedural documents to be issued to students.

4.2 All Managers

All Managers are expected to:

- embrace a whole-College approach to providing a safe and supportive environment and implementing measures to protect all members of the College community.
- ensure staff are aware of the policy and procedures and that they receive appropriate training and support to undertake their roles effectively.
- undertake and oversee the investigation, monitoring and review of incidents/allegations, as required.
- ensure that the anti-bullying policy and its implementation does not discriminate against any individual on the grounds of race, gender, disability or sexual orientation and that it supports good relations between different communities (The Equality Act 2010: protected characteristics and types of discrimination).

4.3 All Staff

All Staff are expected to:

- embrace a whole-College approach which encourages a positive, safe and supportive environment free from bullying and harassment.
- promote and implement the College's anti-bullying and anti-harassment ethos, policy and procedures.
- foster opportunities to promote positive behaviour, anti-bullying and anti-harassment approaches, including inductions, course-based activities, tutorials and cross-College events.
- respond positively and sensitively (respecting the rights of the student) to incidents or concerns raised by students, staff, parents/carers, employers or other stakeholders.
- ensure students are made aware of the support available if they have any concerns about bullying or harassment.
- apply sanctions fairly, consistently, proportionately and reasonably, taking account of special educational needs, disability and the needs of vulnerable students, offering support and advocacy as appropriate.
- keep written records of bullying concerns or incidents follow up, monitor and review in accordance with College procedures.

4.4 All Students

All Students are expected to:

- follow expected standards of behaviour and refrain from any type of bullying, harassment, or victimisation.
- be alert to any signs of bullying and/or harassment and pass on any concerns to a member of staff.
- act in a respectful and supportive manner to other students who report any suspected incidents which the victim/target may be afraid to report.

4.5 All parents, carers, employers and other stakeholders (where appropriate) should:

- stress to students the importance of appropriate behaviour and support the College's commitment to promoting a positive environment and preventing bullying and harassment.
- encourage students to report any concerns they have relating to bullying or harassment, considering direct College contact, if appropriate.

5. DISTRIBUTION

- SRC Website
- SRC SharePoint
- SRC VLE

6. RELATED DOCUMENTS

- Complaints & Compliments Policy
- Disability Discrimination Act 1995
- Disciplinary Policy - Students
- Education [Student Support] (Eligibility) Regulations (NI) 2012
- Equality and Good Relations Policy (Staff & Students)
- Health and Well Being Policy (Staff & Students)
- Inspire Counselling Service (Leaflet)
- Network Acceptable Use Policy
- Northern Ireland Act 1998
- Race Relations (NI) Order 1997
- Safeguarding Policy
- SENDO (NI) 2005
- Sex Discrimination (NI) Order 1976
- Student Charter (Code of Practice)
- Student Guide
- Social Media Policy
- The Equality Act 2010

7. REVIEW

The effectiveness of this policy will be monitored annually and reviewed every three years.

8. FLOWCHART

None.