

Impington Village College

**POLICY FOR ANTI-BULLYING
DON'T SUFFER IN SILENCE**

Policy Statement

Impington Village College adheres to the DfEE guidance issued December 2000, reference 0064/2000. We adhere to Government guidance on homophobic bullying introduced in February 2008.

Impington Village College adheres to the Local Education Authority's definition of bullying as described in the County's document *Responses to Bullying: Policy and Guidance for Colleges and Colleges in Cambridgeshire (1999)*.

There are various definitions of bullying, but all have three things in common:

1. it is deliberately hurtful behaviour
2. it is repeated over time
3. there is an imbalance of power which makes it hard for those being bullied to defend themselves

We should also recognise that bullying exists in colleges. Bullying is usually a personal mistreatment, directed at people because of something about them as an individual. Bullying is often impersonal and directed at people because of what they are. It is the mistreatment of a person because of their skin colour, ethnic group, general appearance, nationality, language, sexual orientation or gender. It affects not only the individual but also the community of which that person is a part. Impington's policies comply with the Human Rights Act 1998 and the Race Relations Amendment Act 2000. The latter requires colleges to draw up a Race Equality policy and ensure that policies do not discriminate against racial groups.

We all have responsibility to challenge bullying in our College and action will only be successful if it forms part of a wider policy, which is embedded within the curriculum framework, and all College practices. It is linked to our College policies on behaviour, anti racism, addressing racist incidents and equal opportunities.

Definition

Bullying occurs in a wide range of incidents including:

- derogatory name calling, insults and racist and homophobic jokes
- verbal abuse and threats
- physical attacks
- ridicule based on differences of personality, culture, religion, ethnicity or sexuality
- refusal to co-operate with another because of ethnicity, religion or sexuality
- racist, homophobic and sexist comments in the course of a lesson or discussion
- graffiti
- incitement of others to act in a racist or homophobic manner

- wearing racist badges or insignia
- introducing racist literature into college
- recruiting other students to racist, homophobic or sexist groups

We will recognise as a bullying incident:

Any incident, which includes harassment made by a person. This includes allegations made after the event by other persons such as parents or local community groups. **The views of the victims of any abuse assault or intimidation will be paramount in deciding whether the motivation of an incident was racial, homophobic or sexist.**

Implementation

Dealing with bullying

We create a climate where it is safe to tell and we make it very clear who to go to. E.g. via assemblies, also by being explicit in the college planners. (see attached)

When bullying incidents occur, we will take the following actions:

❖ Support the victim – the person who has suffered harassment

When dealing with bullying incidents involving students, staff should:

- **Listen attentively**
 - Indicate they are pleased that the student has been able to tell them
 - Remain calm and reassuring
 - Accept their language and terminology
 - Remember that to confide in a member of staff may need considerable courage
- **Acknowledge**
 - Acknowledge the feelings of the students
 - Confirm they were right to make the disclosure
 - Show they understand the difficulty in discussing the matter
 - Reassure while explaining the need to take the matter further
- **Report**
 - Indicate that they cannot keep this information to themselves and that this may need to be shared with others in authority in order to stop further harassment. However, if victims are adamant that they do not wish any further action, advice should be sought from the designated member of staff before any further action, investigative or disciplinary, is undertaken. The College complies with the statutory duty to report racist and homophobic incidents to the Local Authority.

- **Support**

- Recognise that victims will need immediate support and to know that they are believed and that a full investigation will take place.

- Where appropriate, depending on the nature of the incident, ensure that parents are aware of the incident and kept informed of the progress of any investigation. It may be necessary to either provide support or encourage parents to seek support for themselves and other members of the family.

We recognise that members of staff can also experience harassment, from students, from other staff or members of the public. We will support them in the same way as we would students.

- ❖ **Incidents occurring outside the classroom**

Incidents which occur outside the classroom will not go unchallenged and all members of staff have a responsibility to respond to the situation, for example:

Graffiti

All abusive graffiti in the College must be reported. It is the responsibility of the Vice-Principal: Business and Administration to ensure that all such graffiti is removed. Regular checks should be made of the premises to discourage perpetrators. Steps will be taken to try to identify perpetrators.

Incitement of others to behave in a bullying way

Explain fully that bullying behaviour will not be tolerated in the College.

Follow-up measures against perpetrators will be taken – these may include fixed term or permanent exclusions.

Dealing with the person(s) responsible

No incident should go unchallenged. The nature of the challenge will depend on the circumstances in which the incident occurs. Within the context of the classroom, it is the responsibility of the teacher or tutor to make explicit that any bullying behaviour is unacceptable and contravenes both College policy and Impington's culture and ethos.

Should a student persist with inappropriate behaviour of this nature and the teacher feels unable to resolve the matter, then a written report of the incident should be passed to the relevant Head of Year who will take further action, as appropriate.

Serious incidents will be reported to parents and will be centrally recorded for monitoring purposes. In addition we have statutory duty to report all racist bullying incidents to the Local Authority.

Curriculum Support

The anti-bullying policy is supported across the curriculum in a number of subject areas and in cross curricular initiative ways, including:

- PSHE days
- assembly programme
- subject specific schemes of work
- cross-curricular collaboration
- citizenship curriculum e.g. student council
- work with external agencies and theatre companies
- the College works closely with the Open Out Scheme to counter homophobic and racist bullying and all hate crime and is a member of the Columbus Project.
- The College works closely with CREDS (Cambridge Race Equality and Diversity Service).
- The College works with appropriate external agencies, for example SexYOUality, to support the development of knowledge and to raise awareness about issues with homophobia, SexYOUality is a local support and education organisation addressing homophobia.

Implementation of this policy takes into account the following principles of good practice.

- the self-esteem of children and young people is promoted
- projects involve the active commitment of more than one member of staff
- confidentiality is observed by all
- clear objectives and ground rules are established for all aspects of the project through discussion and agreement
- criteria are established for selecting peer supporters
- parents are informed about the project and their children's participation
- Sixth Form mentors are available to work with and support students here at Impington

The College's policy extends to all forms of electronic communication. Bullying of any form, whether that is verbal, written or electronic will not be tolerated, and will be dealt with immediately.

Open Out is a Cambridge police community liaison scheme for the reporting of racist, homophobic and all hate crime, including bullying.

The Columbus Project is a police initiative to help maintain the safety of students from other countries studying in Cambridge.

Impington Village College realises its responsibilities to ensure that our students can maximise their potential and get the best possible start to their lives from the time they are in college. At Impington we strive continuously to promote a culture of tell, tell, tell.