GROUNDWORK
CHANGING PLACES
CHANGING LIVES

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R2W Anti-Bullying Policy GWSNT – COL08

This policy has been developed in collaboration with learners at Route2Work college. All the words are taken directly from learners. The policy is a working document and will be regularly reviewed by learners and staff. There will be an accompanying display board which learners will manage in order to share the main points of the policy and highlight support and actions for anyone involved in bullying.

How should learners feel at college?

- Safe
- Secure
- Happy
- Have friendships
- Respected by others around them
- Relaxed
- Treated with dignity
- Confident
- Heard
- Not alone
- Always have someone to talk to

How can bullying be prevented at college?

- Clear understanding of the rules (1.1 Code of Conduct). Expectations is that everyone has to follow these rules
- Encourage learners to talk about any problems they may be having
- Empower learners to talk about any problems they may be having
- Empower learners to stand up for themselves and others
- Encourage an ethos of 'defenders' directly challenge anything you feel is wrong or report it to staff
- Raise awareness of bullying at college
- Different ways to report bullying – face to face, email or text, phone call – key message is that any concerns or worries be reported as soon as possible
- Leaners can talk to support staff, tutors, programme lead about any worries
- Learners should report any worries to parents or carer
- Staff should take any report of bullying as serious (1.2 logged as Safeguarding report) and should aim to get to the bottom of the problem and sort it out
- Consequences for bullying
- Challenge bullying (by being a defender) develop bully's empathy and help them think about how the target is feeling
- Support for everyone involved
- Personalised support for those involved
- Designated anti-bullying leader

How can learners and staff create a happy and safe environment?

- Encourage and nurture friendships
- Opportunities to discuss feelings and problems (group work and one to one)
- Tolerance – be civil even if you don't get along

- If issues arise, talk to the person
- Be friendly
- Bullying is not permitted on or off premises
- Include everyone
- Develop respect for others
- Have a 'safe' person you can go to
- Staff are approachable and available for chat
- Avoid big group chats (e.g., WhatsApp) and encourage more face-to-face socialising

Definitions

Bullying – targeting someone and picking on them over a period of time (repetitive), harassing them, insulting them, abusing them. Result is the person will feel anxious and upset, can cause depression.

Verbal bullying – name calling, making threats, nasty remarks, insults, criticising, putting someone down, bad tone towards people.

Indirect bullying – done behind a person's back, spreading rumours. Ignoring person, leaving that person out of activities. Isolating person from games and other people.

Physical bullying – physically harming someone, throwing things, hitting, kicking, spitting, tripping them over, pushing, fighting.

Cyber bullying – bullying through the internet, social media, gaming. Trolling, making nasty comments, sending abusive emails and texts. Negative comments on people's post over time e.g., laughing emoji or tagging a post with negative comments e.g., 'look at this freak'. Sexting people private messages, making videos and sending them to others and making fun of it.

Roles and Responsibilities

Learners

All learners have a responsibility to report and help stop bullying. Learners should report all types of bullying, including on social media (they could screen shot messages). All learners have responsibility to follow the rules and give respect. Learners should review policy – do this through group meetings. Have display in college with information about anti-bullying and policy managed by students. Learners should not get unnecessarily involved in situations as this may make the situation worse. Don't listen to bullies, ignore rumours, be a defender not a bystander.

Staff

Welfare of learners and staff is important. Responsibility is to resolve bullying and isolate the bully. To find out why bullying happens. Talk to the person getting bullied and reassure them they are safe in college. Support them to stand up for themselves. Take bullying reports seriously and listen

to everyone involved, challenge any form of bullying. Be unbiased, sympathise, find solutions and inform parents/carers. Support learners to review the policy. Sessions around anti-bullying covering all areas e.g., homophobia, racism etc. Reinforce policy.

Parents/Carers

Talk to your young person about what's going on. Ring up college with any concerns. Come into college for meetings, support young person to follow any behaviour plans.

Leadership

Decisions on exclusions. Create behaviour plan (1.3).

Statement of procedure

- Any type of bullying should be reported immediately to anti-bullying leader or member of staff
- Reports of bullying will be taken seriously and will be addressed straight away
- Staff or anti-bullying leader should aim to talk to all those involved and take immediate steps to ensure target/victim feels safe and supported
- Staff should investigate report of bullying and consider all involved (ring leader, assistant, reinforces, bystander, defender, victim/target).
- Staff should ring parents/carers to inform them of report and gather more information
- Bullying is a hate crime and will be logged as a Safeguarding report
- Goal is to find a solution to end the bullying and restore equilibrium. This could involve variety of actions e.g., one to ones, group tasks, PSHE sessions, home visits, police involvement, reconciliation meetings
- Be aware that increased support may be needed for the bully as well as the victim/target
- Working with all involved, appropriate consequences should be agreed. Final decision is made by the Head Teacher
- Situation should be reviewed until positive outcome has been achieved. This would close the Safeguarding log.

Review.

Record how many bullying incidents throughout the year and aim to reduce this.

Learners to have opportunities to attend anti-bullying training. Create anti-bullying leaders/students reps.

Learners to update anti-bullying display board and identify what is working.

Research Apps for reporting bullying if you feel bullying is becoming more of a problem.

Appendix

1.1 Route2Work Code of Conduct

I agree to:

- **Aim for 100% attendance**
- **Fully commit to all aspects of the learning programme**
- **Act as a positive role model and as a good representative when at college, on visits or placements**
- **Be respectful to everyone around me**
- **Adhere to the college rules on smoking, alcohol, drugs and the use of IT and mobile phones**
- **Behave in a manner which demonstrates respect for Bristish values, including democracy, the rule of law and individual liberty**
- **Tolerate others with different faiths and beliefs**

I will not:

- **Use violence and aggression towards others**
- **Bully, harass or discriminate against any member of the college community**

I agree to follow the Route2Work code of conduct at all times and I understand that I should report any incident of bullying, harassment or discrimination immediately.

Signed…………………………………………………………. Date……………………………………………………

1.2 Safeguarding/Bullying/Harassment and Prevent Recording Log

Request from DSL/Staff.

1.3 Positive Communication/Behaviour Support Plan

My difficult situation	What does this look like?

What can I do to avoid this situation?	**What can staff do to help me?**

Signed learner: Date:

Signed staff: Date:

Policy review

ped By: Rachel Kitson

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Version Control

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