



## ANTI-BULLYING POLICY

This policy should be read alongside our Relationships Behaviour and Online Safety and Internet Use Policies

### Document Control Information

Version	DATE	DESCRIPTION
7	30/06/2020	Reviewed by Tom Scantlebury. Minor amendments
8	16/03/2022	Update Logo, Vision and Values, inclusion of homophobic bullying
9	15/06/2023	Update to homophobic bullying, removal of WBC statement and adding of what we expect parents to do

Ratified	
Responsibility	Tom Scantlebury
Committee	SLT & Teaching & Learning
Review Date	June 2024
Signed	Jim Mathieson

## Introduction

**This policy should be read alongside our Relationships / Behaviour and Online Safety and Internet Use Policies.**

Foundry College aims to ensure that all members of its learning community feel welcome, safe, and are able to learn and make progress. Bullying of any kind prevents this from happening.

## Vision and Aims

**We aim to work towards our Vision through our Values:**

### **Nurture, Inspire and Achieve**

Foundry College aims to provide outstanding bespoke education, through a model of high challenge and high support; a model that develops self-confidence and self-assurance to prepare young people for the next stage in their education and to respect themselves and the society in which they live.

Foundry College is committed to:

- providing a centre of excellence that inspires learning and enjoyment for all
- supporting all learners to achieve as highly as possible in a challenging yet safe and respectful environment
- promoting honesty, nurturing the positive and developing skills for life

## Definition of Bullying

Bullying is the repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally and / or emotionally. It can take the form of racial or sexual / homophobic comments or can occur online in the form of e-mail, text messages, videography and social media etc.

**Homophobic, biphobic and transphobic bullying** ; is a behaviour or language that is directed at someone perceived to be lesbian, gay, bisexual or transexual (LGBT). Not all LGBT children experience bullying and not all homophobic, biphobic and transphobic bullying is directed at them.

Not all negative interactions between pupils can be characterised as bullying and the college works hard to ensure that pupils understand the differences between bullying and falling out or arguing.

## Practice and Procedures

Bullying has a huge range of consequences for both the victim and the bully, for those that witness the bullying, for the pupils and staff involved, for the college community and for society at large.

Everyone involved in the life of the college must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding of the college's expectations with regards to unacceptable behaviour / relationships.

As a college, we take the bullying of pupils and of staff seriously. Pupils, staff, parents and carers should understand that reporting bullying is essential and should be assured that the college will support them fully whenever bullying is reported.

It is the responsibility of all members of the college community to implement the Anti-Bullying Policy.

**Staff** have a vital role to play, as they are at the forefront of behaviour management and supporting their pupils' sense of wellbeing at the college.

We expect that staff will:

- behave in a respectful and caring manner to pupils and colleagues, in line with the college ethos, to create a safe and positive atmosphere
- provide good role models
- raise awareness of bullying through curriculum activities including assemblies, role play, discussion, peer support and SMSC calendar events
- through the Headteacher, keep the Management Committee informed of the effective delivery of this policy

We expect that pupils will:

- support staff in the implementation of the policy; this might involve contributing to agreed approaches designed to reduce bullying or better deal with incidents that arise
- feel confident that everything is being done to make the college a safe and secure environment for them to achieve and learn
- feel supported in reporting incidents of bullying
- be reassured that action regarding bullying will take place

We expect parents;

- to support Foundry College in addressing any cases of bullying that have been identified.

## **Recording**

All incidents in or out of class should be recorded on SIMS. Incidents clearly defined as bullying must be reported to a member of the Senior Leadership Team. The behavioural, emotional and social needs of all parties, including the bully, will be considered in decisions regarding consequences, and where appropriate, support will be provided.

## **Monitoring**

Trends and strategies are analysed and included in the Headteacher's report to the Management Committee. Careful monitoring and analysis provides the college with a regular opportunity to link monitoring to action planning for the following academic year.

**The Management Committee** supports the implementation of this policy and regularly monitors incident reports and actions taken to ensure its effectiveness.