Foundry College
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ANTI-BULLYING POLICY

This policy should be read alongside our Relationships Behaviour Policy, Online Safety and Internet Use Policy, Child Protection and Safeguarding Policy, Equity, Diversity and Inclusion Policy,

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
10	05-06-2024	Policy updated in line with Therapeutic Thinking, additional college polices and procedures, useful links and supporting organisations referenced

Ratified	
Responsibility	Louise Brookes
Committee	SLT & Teaching & Learning
Review Date	June 2025
Signed	Jim Mathieson

Introduction

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

<u>**We aim to work towards our Vision through our Values:**</u>

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:

- Excellence that inspires learning, achievement and enjoyment for all

- Supporting all learners to thrive in a challenging and safe environment

- Promoting respect, nurturing the positive and developing skills for life

Links with other college policies

This policy should be read alongside the following college policies:
- Relationships/Behaviour Policy
- Equity, Diversity and Inclusion Policy
- Online Safety and Internet Use Policy
- Child Protection and Safeguarding Policy

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.

The following are protected characteristics and our role in college is to ensure that pupils are protected from discrimination in relation to these both in-person and online.
The protected characteristics are:
- Age

- Disability

- Gender reassignment (transphobia)
- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Marriage or civil partnership

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.

Bullying is recognised by the college as being a form of child on child abuse. It can be emotionally abusive and can cause severe and adverse effects on children's and young people's emotional development.

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 detrimental 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 promoting and modelling valued behaviours, addressing detrimental behaviour and supporting their pupils' sense of wellbeing at the college.

Preventative Strategies include:
- Using our extensive knowledge of pupils, and strong relationships with home, to recognise any changes that might result in 'bullying' behaviours;
- Changes to individual support plans and therapeutic plans;
- The promotion of valued behaviours, social skills and emotional well-being within the curriculum;
- Talking with pupils about how to manage their own feelings and emotions;
- Ensuring that all pupils are appropriately supervised;
- Ensuring that all members of staff are familiar with the policy;
- Watching for early signs of distress and listening to what pupils are saying;
- Ensuring that appreciation and respect for all cultures are promoted;
- Ensuring that teaching pupils about bullying and its impact is embedded throughout the curriculum offer.
- Ensuring that monitoring and filtering software is effective in protecting pupils from cyber based bullying

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, in addition to the college behaviour and attitudes recording system. 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 educational/protective 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 provide 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.

Useful links and supporting organisations
• Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
• Childline: www.childline.org.uk
• Family Lives: www.familylives.org.uk
• Kidscape: www.kidscape.org.uk
• MindEd: www.minded.org.uk
• NSPCC: www.nspcc.org.uk
• The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
• PSHE Association: www.pshe-association.org.uk
• Restorative Justice Council: www.restorativejustice.org.uk
• The Diana Award: www.diana-award.org.uk
• Victim Support: www.victimsupport.org.uk
• Young Minds: www.youngminds.org.uk

• Young Carers: https://carers.org/about-us/about-young-carers
• The Restorative Justice Council: https://restorativejustice.org.uk/restorative-practice-schools

SEND
• Changing Faces: www.changingfaces.org.uk
• Mencap: www.mencap.org.uk
• DfE: SEND code of practice: http://www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying
• Childnet: www.childnet.com
• Internet Watch Foundation: www.iwf.org.uk
• Think U Know: www.thinkuknow.co.uk
• UK Safer Internet Centre: www.saferinternet.org.uk
• The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
• DfE 'Cyberbullying: advice for headteacher/principals and school/college staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying
• DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality
• Anne Frank Trust: www.annefrank.org.uk
• Kick it Out: https://www.kickitout.org/take-action/resources
• Report it: www.report-it.org.uk
• Stop Hate: www.stophateuk.org
• Tell Mama: www.tellmamauk.org
• Educate against Hate: www.educateagainsthate.com
• Show Racism the Red Card: http://www.theredcard.org/

LGBT
• Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
• Metro Charity: www.metrocentreonline.org
• EACH: www.eachaction.org.uk
• Proud Trust: www.theproudtrust.org
• School/colleges Out: http://www.schools-out.org.uk/

Sexual harassment and sexual bullying
• Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
• Disrespect No Body: https://www.gov.uk/government/publications/disrespect-nobody-campaign-posters
• Anti-bullying Alliance: advice for school/college staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017) www.gov.uk/government/publications/preventing-and-tackling-bullying