

# Anti- Bullying Policy

~~2023-2024~~

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Reviewed by SMT: September 2023  
Approval by the Board: September 2023  
Next review: August 2024



Broadly speaking, bullying can be categorised into five types: verbal, physical, sexual, psychological and cyber-bullying. The focus of bullying can be anything that distinguishes and represents a deviation from a presumed 'norm' – for example:

age

size, body shape, hair colour, skin, eyesight, dress, language or mannerisms

gender or gender reassignment

physical or mental disability or special educational needs or learning difficulty

perceived

spreading rumours or malicious accusations

being deliberately unfriendly

using a position of authority to obtain something. This could involve extortion of money or other property.

Cyber-bullying may involve:

the use of digital media, particularly mobile phones and the internet, to upset someone else. Examples of such inappropriate use include prank telephone calls, offensive mobile text messages, comments made on social networking sites such as Instagram and Snapchat, photographs (for example, those placed on a social networking site with offensive comments) and via email.

Because cyber-bullying differs from traditional bullying, the college publishes a separate policy which deals with this area in more depth, looking, for example, at the fact that this type of bullying is more likely to take place off college premises.

### 3 Relational aggression

Relational aggression is defined as behaviour that harms others through damage to relationships or feelings of acceptance, friendship or group inclusion. Such behaviours reflect the deliberate intention to damage a student's peer relationships or social standing, and ultimately cause social exclusion. It can therefore be covert or overt.

Examples include:

- Teasing or embarrassing someone
- Imitating an individual behind their back
- Breaking secrets
- Outing somebody's sexual orientation
- Spreading rumours, gossiping
- Sending abusive notes
- Maliciously excluding someone
- Coercive behaviour
- Not allowing someone to sit with or near you.

### 4 The effects of bullying

It is important to realise that the consequences of bullying can be extremely serious and can continue into adulthood. As well as physical harm, bullying can cause psychological damage, self-harming and may even lead to suicide in those bullied. It may also affect the bullies who



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The next stage is that alleged incidents are communicated to the student's Personal Tutor and the (D)DSL, so that a proper investigation can be carried out. This notification may be done by the victim, the person the victim has told or by a witness to the alleged incident. The (D)

If it is considered that the



RSHE policy

Safeguarding policy

Student rules and guidelines and Behaviour policy

Staff Code of Conduct

Whistleblowing policy