

# HEE Project Choice Anti-Bullying Policy

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## The aims of this policy:

The aim of this document is to ensure that all members of the college are aware of the nature and consequences of bullying and of the policy in place to deal with it.

The policy will demonstrate the commitment of the college to eliminating bullying and supporting the victims of bullying behaviours.

## Objectives of this policy:

1. To clearly state the College's stance on bullying.
2. To define bullying and harassment.
3. To support those students who are the victims of bullying behaviour in the College.
4. To ensure staff are aware of the response required when bullying is reported to them.

### 1. The College's stance on bullying:

The college is committed to providing a safe and secure environment and atmosphere for all students both in class and on placement. Bullying and harassment in any form is not acceptable.

### 2. Bullying and Harassment

The term bullying refers to a range of behaviours, physical or psychological usually:

- Repetitive and persistent, although a single episode can be equally harmful, intimidating and threatening and may be part of a pattern of the perpetrator's behaviours e.g. racism
- Intentionally harmful, although the distress caused may be unexpected by the perpetrator
- Involves an imbalance of power, with the victim feeling helpless
- Causes fear, distress, loneliness, or despair in the victim

Bullying can be:

- Emotional – unfriendly, excluding, tormenting
- Physical – pushing, shoving, kicking

- Sexual – unwanted advances, inappropriate comments
- Racist – taunts, graffiti, gestures
- Homophobic – focusing on sexuality
- Verbal – name calling, slander
- Cyber – social media, chat rooms etc
- Mobile – text messages and nuisance phone calls

Bullying makes the victim feel:

- Different, undervalued, alone
- Physically or mentally wounded
- Frightened
- Unable to achieve
- Unable to see a future

Harassment can be defined as behaviour intended to cause hurt or to upset and is usually based on 'difference' e.g., disability, race, religion, sexuality.

### **3. Supporting students being victimised by bullies**

The induction programme for all students includes a session on bullying and harassment.

Students will be advised and reminded throughout the year that the college does not tolerate bullying – lesson plans and classroom behaviour agreements will include positive behaviour promotion and mutual respect.

Staff in contact with the students will be mindful of student interactions and will intervene if there is any evidence of bullying behaviour in the classroom.

Staff will review placements regularly and ensure that students' general wellbeing in placement is assessed within weekly/fortnightly progress review meetings.

Staff will foster an environment where students will feel able to confide any bullying incidents.

### **4. Response to reports of bullying**

Any reported or witnessed bullying or harassment will be reported to the Area Manager.

Where a student approaches staff to report bullying or harassment, staff will record the discussion and reassure the student that they are being listened to and taken seriously; and that they will be supported.

Where appropriate an immediate mediation should be undertaken to put a swift close to the incident – students should be made aware that their interactions will be observed for repeat occurrences.

Where appropriate Safeguarding procedures will be activated by the Area Manager.

As students in college are vulnerable, parents/carers/ social care may need to be involved from the outset – depending on the nature of the bullying.

If the allegation is against a member of college staff it should be reported to the National Lead.

If the allegation is against a placement provider, it should be reported to the National Lead and the Regional Manager who will liaise with the employing placement provider to investigate the allegation.

**This policy should be used in association with:**

**Safeguarding policy.**



Project Choice  
Safeguarding Adults a