



Choices College – Anti-Bullying Policy

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Policy Name	Bullying Policy

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Version History:

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1.0	Nov 2021	Linda Selby	First Final Policy
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1. The aims of this policy

- 1.1. 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.
- 1.2. The policy will demonstrate the commitment of the college to eliminating bullying and supporting the victims of bullying behaviours.

2. Objectives of this Policy

- 2.1. This policy's objectives are:
 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.
 5. Child on child abuse is not tolerated and is included in this policy.

3. The College's stance on Bullying

- 3.1. 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.

4. Definitions

Bullying and Harassment

- 4.1. 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.
- 4.2. 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

4.3. Bullying makes the victim feel:

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

4.4. 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.

5. Supporting students being victimised by bullies

- 5.1. The induction programme for all students includes a session on bullying and harassment.
- 5.2. 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.
- 5.3. 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.
- 5.4. Staff will review placements regularly and ensure that students' general wellbeing in placement is assessed within weekly/fortnightly progress review meetings.
- 5.5. Staff will foster an environment where students will feel able to confide any bullying incidents.

6. Response to reports of bullying

- 6.1. Any reported or witnessed bullying or harassment will be reported to the Area Manager.
- 6.2. 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.
- 6.3. 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.
- 6.4. Where appropriate Safeguarding procedures will be activated by the Area Manager.

- 6.5. 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.
- 6.6. If the allegation is against a member of college staff, it should be reported to the National Leads.
- 6.7. If the allegation is against a placement provider, it should be reported to the National Leads and the Regional Manager who will liaise with the placement provider to investigate the allegation.

7. Arrangements for Review

- 7.1. This policy will be reviewed no less frequently than every two years. An earlier review will be carried out in the event of any relevant changes in legislation, national or local policy/guidance, organisational change or other circumstances which mean the policy needs to be reviewed.

If only minor changes are required, the author has authority to make these changes. If more significant or substantial changes are required, the policy will need to be reviewed before final approval.

8. Executive Summary

Since April 2023, Choices College has been part of NHS England and as such, this policy should be read in conjunction with the relevant and associated NHS England policy/policies.

9. Associated Policies, Guidance and Documents

Associated Policies:

This policy should be used in association with the ‘Safeguarding Adults and children or adults at risk Policy’.