



Centre for Teaching in
M a n a g e m e n t

Anti-Bullying Policy

Last Review date February 2014
Next Review date February 2015

Introduction

The purpose of this policy is

- To raise awareness of the nature and the impact of bullying.
- To promote a consistent approach towards identifying, challenging and responding to bullying
- To encourage all settings to promote a culture of openness to enable the existence of bullying to be acknowledged
- To promote the understanding that the management of bullying is the responsibility of us all
- To take seriously what our learners tell us about bullying
- To ensure that learners are aware that any concerns they have about bullying will be dealt with sensitively and effectively

Bullying is not easy to define, can take many forms and is usually repeated over a period of time. The main types of bullying are: physical (eg pushing), verbal (eg racist or homophobic remarks, threats, name calling) ,emotional (eg isolating an individual from activities) and electronic. They will all include:

- Deliberate hostility and aggression towards the victim
- A victim who is weaker than the bully or bullies
- An outcome which is always painful and distressing for the victim

Bullying behaviour may also include:

- Other forms of violence
- Sarcasm, spreading rumors, persistent teasing or theft
- Tormenting, ridiculing, humiliation
- Racial taunts,
- Graffiti
- Gestures
- Unwanted physical contact or abusive or offensive comment of asexual nature

Emotional and verbal bullying is difficult to cope with or prove. It is of paramount importance to the College that wherever it occurs bullying will not be tolerated and will be dealt with severely. This will be the case whether the bullying is face to face or by electronic or other remote means

The College is prepared to:

1. Take the problem seriously
2. Investigate any incidents

Procedure

Where bullying comes to the attention of any member of staff either directly or indirectly
The member of staff will bring that matter to the attention of the Principal

The Principal will nominate the most appropriate member of staff to approach the victim in order to ascertain the facts of the case.

Having received a report from the staff member The Principal will talk to the bullies.

The Principal will decide on appropriate action,

This may include

- An apology from the bully
- Return of property

The bully will always be subject to disciplinary action. The level of that action will be determined by the Principal in relation to the circumstances of each case:

The victim will be referred to the Welfare Officer and will be supported as the circumstances of the case require