

Preventing Bullying Policy

The Rye Academy Trust holds ultimate responsibility for all decisions regarding the running of the individual Academies. In accordance with this responsibility, where appropriate, Rye College may refer matters covered by this policy to the Rye Academy Trust for advice or decision.

Policy for	All students, staff parents/carers, governors
Overall responsibility	Principal
Next of next review: June 2015	Monitoring, evaluation & revision Internal monitoring by the Senior Leadership Team.
This policy needs to be read in conjunction with the following policy	<ul style="list-style-type: none"> • Student Behaviour Policy

1. Aim

The aim of our anti-bullying policy is to ensure that students learn and staff work in a supportive, caring and safe environment without fear of being bullied.

As a student at Rye College you should expect:

- Not to be bullied;
- To learn in a safe and supportive environment;
- To be able to say 'no' to anything you think is wrong;
- To tell a member of staff if you feel that someone is bullying you.

The College expects you to:

- Be intolerant of bullying;
- Help stop others bullying;
- Not to be afraid to report bullying in any form;
- Support other students who are being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will we all be able to benefit fully from the opportunities available at our College. Bullying is defined as deliberately hurtful behaviour, where it is difficult for those being bullied to defend themselves.

The four main types of bullying are:

- physical (e.g. hitting, kicking, theft).
- verbal (e.g. name calling, racist remarks).
- emotional (e.g. spreading rumours, excluding someone from social groups).
- Cyber bullying (e.g. using the internet or mobile phones to cause harm, harassment & fear).

People who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or becoming emotionally dependent. Students are encouraged to report bullying. All members of the College community have a responsibility to report bullying to an appropriate member of staff.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident including statements from all those concerned will be recorded and given to the appropriate member of staff.
- Parents will be kept informed.
- The sanctions system will be used as appropriate and in consultation with all parties concerned.

2. Prevention of Bullying

To stop bullying before it starts, we will, through our curriculum raise awareness of issues between students which might provoke conflict, identify the negative impact of bullying and the importance of a supportive and collaborative working environment. We will talk with students about issues of difference, respecting one another, how to say no to bullying and the importance of reporting it.

Parents/carers will be made aware of the measures that the College takes to prevent bullying and will be informed both of the role they can play and of the referral routes that are open to them.

3. Reporting Bullying

Students must report any form of bullying that is happening to them personally, or as witness to it happening to another student. If students encounter a problem with bullying, they should speak with their Tutor, Student Support Manager or Community Leader. The report will be investigated fully and appropriate action taken.

In an incident of bullying both parties can expect to receive help and support.

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff.
- Reassuring the student.
- Offering continuous support.
- Work to restore self-esteem and confidence.
- Informing parents/carers.

Students who have bullied will be helped to change their behaviour by:

- Discussing what happened and its impact on others.
- Discovering why the student became involved.
- Being required to acknowledge what they did was wrong and establishing the need to change.
- Positive recognition of improved behaviour.
- Informing parents/carers.

