



## **POLICY ON BULLYING**

Student intimidation or bullying covers a full spectrum of behaviour. This ranges from making an individual in a group feel awkward and out of place, through repeated taunting, isolating an individual, verbal or physical intimidation to full-blown physical aggression. Aspects of behaviour from this spectrum occur in all centres of education and communities. However, it is imperative that centres of education pursue an active policy to confront such anti-social behaviour. This policy should be known, agreed and adopted by all staff, students and parents within the College community.

### **Aims**

1. To recognise and accommodate individuality within the community;
2. To create a non-threatening environment;
3. To develop tolerance and forbearance;
4. To develop respect for each other;
5. To encourage recognition of intimidating behaviour;
6. To be proactive rather than reactive in this area;
7. To provide clear guidelines for staff, parents and students;
8. To provide young people with the skills to cope with intimidation when they leave the College;

### **Guidelines**

1. Albemarle College is unequivocal in its opposition to aggressive behaviour of any kind and will adopt a positive, whole College approach to confront such behaviour when it occurs.
2. The College believes that intimidation is best dealt with openly, by discussion with all parties being fully involved.
3. The College urges all pupils who feel they are the victims of bullying or intimidation to report their worries or concerns to an appropriate person, so that the problem can be identified and brought out into the open. The victim may report to:
  - a fellow student who can go to a member of staff
  - a Personal Tutor
  - the Welfare Officer
  - any other member of staff - teaching or non-teaching.

4. The matter will then be discussed with both the victim and the alleged perpetrator, the strategy being discussed with the victim before implementation.
5. In the first instance, the aim is to counsel both parties so that the intimidation can stop, and the self-esteem of all is maintained.
6. Sanctions against the perpetrator, in accordance with College policy, will be enforced only if the policy implementation is obstructed and the intimidation continues, and not for the initial intimidation.
7. In more serious cases or if a problem persists the parents of both parties will be fully informed and involved in the process.
8. External counselling can be arranged if required. Parents will always be informed in such cases.
9. A regular survey of students' views will be undertaken to ascertain the extent of the problem.
10. External agencies will be contacted to provide appropriate support and training for staff and students.
11. By their example, staff will set a lead in this area.
12. The policy will be disseminated through notice boards and staff meetings.

### **Conclusion**

The consistent implementation of this policy should serve to raise the self-esteem and enhance the self-awareness of all students. The policy should create an open environment where students feel secure but not over-protected so that they are able to develop a full range of interpersonal skills.

Reviewed: September 2011

Next Review Date: September 2012