

Anti-Bullying Policy

Introduction

Bullying in any form is unacceptable. We regard the values of mutual respect, collaboration and community very highly and use them in order to reinforce this statement.

In2skills works to meet its responsibilities to 'safeguard and promote the welfare' of all students (Education Act 2002), to 'prevent all forms of bullying' (Education and Inspections Act 2006) and to promote a common understanding of what does and does not constitute bullying.

Aims

To clarify what is meant by "bullying" and raise awareness.

- To suggest strategies by which bullying can be prevented or at least minimised.
- To provide strategies by which bullying can be dealt with by students and staff.
- To ensure a consistent approach to bullying issues.
- To provide a framework to support any discussion of bullying.

Content

What is bullying? Bullying is 'behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally' Bullying can be carried out by an individual or a group and is usually repeated over a period of time. Bullying is used to create an imbalance of power between groups or individuals. Specific bullying relationships may include:

- Pupil/student on pupil/student
- Pupil/student on staff/adult
- Staff/adult on pupil/student Bullying can be divided into two main types, direct and in-direct bullying. These categories may involve all or some of the following: Direct Bullying
 - hitting, pushing, teasing, spreading rumours
 - name-calling, racial or sexual harassment, insulting of family members
 - stealing, damaging possessions
 - intimidation or extortion
- exclusion from peer group, turning friends against someone. Indirect Bullying



4 Gleneagles Court, Brighton Road
Crawley, West Sussex
RH10 6AD



enquiries@in2skills.co.uk
www.in2skills.co.uk



0844 32 40 972

- Cyber bullying
- When a person or group of people uses the internet, mobile phone or other digital technologies to threaten, tease or abuse someone. They can target someone via
 - E-mail
 - Instant messaging and chatrooms
 - Social networking sites
 - Mobile phone
 - Abusing personal information eg posting photographs or personal information without permission.

Anyone can be bullied. Bullying can take place for many reasons, or no reason. Bullying relates to difference – this can be real or imagined. These differences could be:

- Appearance
- Ability
- Health
- Family/home circumstances
- Social class
- Race, religion or culture
- Special Education Needs and Disability
- Sexual orientation (e.g. Homophobia)
- Gender/transgender

Responsibilities

It is everyone's responsibility to stop bullying. Each group has individual responsibilities that must be adhered to if bullying is to be tackled effectively.



4 Gleneagles Court, Brighton Road
Crawley, West Sussex
RH10 6AD



enquiries@inzskills.co.uk
www.inzskills.co.uk



0844 32 40 972

Students

- Must not bully anyone else or encourage/support bullying in others.
- Must tell a in2skills employee if they are being bullied.
- Must act to prevent and stop bullying, by telling an in2skills employee if they know of or suspect any incidents of bullying.
- Must understand that being a 'bystander' is unacceptable and silence makes all students partly responsible for what happens to the victims of bullying.

In2skills

- Must ensure that we have an Anti-Bullying Policy and that it is regularly reviewed every two years.
- Must ensure that there is a member of the Senior Leadership Team that has specific responsibility for anti-bullying.
- Must ensure that the effectiveness of the Anti-Bullying Policy is regularly monitored and that this is reported to the Board.

Every effort will be made to integrate all students into their tutor group and the wider training community. The tutor will try to achieve this by:

- Building a tutor group identity.
- All adults will set a good example by working to establish positive relationships between staff and students as well as between peers.



4 Gleneagles Court, Brighton Road
Crawley, West Sussex
RH10 6AD



enquiries@in2skills.co.uk
www.in2skills.co.uk



0844 32 40 972

Tutors should:

- Monitor student behaviour. If bullying is suspected they should report the behaviour of students concerned and take appropriate action, informing the relevant member of staff.
- Students that join in2skills told to report incidents of bullying.

The initial report will be treated confidentially, within safeguarding guidelines. The relevant member of staff will consider how best to investigate, intervene and support the students involved. Information will be shared on 'a needs to know basis but the impact upon the students involved will be considered – ensuring that there is a balance between meeting a student's individual need and safeguarding.

All the points listed above make a contribution to the creation of a secure community in which students will feel safe. If student knows that in2skills actively want to create a safe community, there should be the necessary level of trust to allow them to confide in our employee's if they are being bullied.

Victims and bullies may also be helped by our multi-agency partners or programmes of support

- Youth & Family Services.
- Counsellors
- CAMHS.
- Peer Mentoring.
- Anger Management Course.
- Social Skills Group.
- Building On Self Esteem Course. P
- Restorative approach whereby those responsible for bullying and those being bullied meet together to discuss issues that have arisen between them.

This policy will be issued to employee's and made available to students via our website.



4 Gleneagles Court, Brighton Road
Crawley, West Sussex
RH10 6AD



enquiries@in2skills.co.uk
www.in2skills.co.uk



0844 32 40 972