

Orchard Hill College

ANTI-BULLYING POLICY

<i>Written by:</i>	OHC SLT
<i>Reviewed by:</i>	Quality, Standards & Safeguarding Committee
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Orchard Hill College Anti-Bullying Policy

Our College

Orchard Hill College is an independent specialist post-16 provision for students with a wide range of additional learning needs. Most of our students will have Education Health Care Plans (EHCPs). As such, we work closely to the guidelines laid out in the Equality Act 2010 to ensure that all of our students are treated fairly and in accordance to their individual learning needs.

<https://www.gov.uk/guidance/equality-act-2010-guidance>

Our College commitment

Orchard Hill College is fully committed to preventing and tackling bullying. Bullying is a deliberate, harmful and divisive act or set of behaviours which can have serious and far-reaching effects on those who experience it, whether 'victim' or 'perpetrator'. At Orchard Hill College we work proactively with students, staff, families and carers to educate our young people about bullying, to address and rectify bullying or concerns about bullying wherever we find them, and to support all members of the College community to feel safe, valued and respected.

Ethos and values

At Orchard Hill College we are committed to safeguarding and nurturing our students so that they are able to achieve ambitious academic outcomes and build healthy and fulfilling lives.

Improving opportunities and outcomes for all our students is at the heart of everything we do:

- We prepare students to be independent by developing life and work skills ready for life after College.
- We provide students with social and vocational opportunities in the heart of their community.
- We provide a learning environment that is inspiring, creative and individualised.
- We empower and enable students to be fulfilled, happy, healthy and confident.
- We have a can-do attitude and all students' contributions and talents are celebrated.

Our definition of bullying

Bullying is a particular type of unacceptable behaviour. It is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. We acknowledge that bullying has no time limit and can be short term or can happen over long periods of time.

Orchard Hill College views bullying as anti-social behaviour which is never acceptable. **No person has the right to deliberately make another feel uncomfortable or unhappy.**

Bullying can be but is not exclusive to:

<i>Emotional</i>	Being unfriendly, excluding, tormenting (e.g. Taking personal items, threatening gestures)
<i>Physical</i>	Pushing, kicking, hitting, punching or any use of violence; invasive, hurtful or threatening physical contact
<i>Verbal</i>	Teasing, name-calling, sarcasm, spreading rumours
<i>Written</i>	Letters, notes, texts, graffiti, emails
<i>Cyber</i>	All areas of online life, such as email and chat room misuse Harassment, shaming, threats or persecution via social media Mobile threats by text messaging and calls Misuse of associated technology e.g. camera and video facilities, iPad, games consoles Making and/or sharing images with the intent to threaten or harm – this includes the non-consensual making/sharing of sexually explicit imagery

Bullying can happen to anyone, but can often be specifically:

- Racist – ethnicity, skin colour, language, religious or cultural practices.
- Homophobic/transphobic – discrimination based on actual or perceived sexuality and/or gender identity.
- Sexual – unwelcome sexual advances, harassment or remarks that causes offence, humiliation or intimidation, including pressure to send images of a sexual nature; unwanted physical contact such as up-skirting, intimidation, coercion; sexually abusive language, imagery or graffiti.
- Disablist – discrimination based on actual or perceived special educational needs and/or disabilities.
- 'Difference' – discrimination based on any real or perceived difference e.g. dress, hobbies and interests, family set up, social behaviour, age and social class.
- Faith-based – discrimination based on matters relating to religious ideology, belief or creed.

Bullying can also form part of, or turn into, peer on peer abuse. Orchard Hill College staff are trained to understand how to recognise and respond to both bullying and peer on peer abuse, and are vigilant in observing the dynamics between students and reporting any concerns immediately to the Designated Safeguarding Lead (DSL).

Understanding bullying behaviour

Bullying takes place where there is an imbalance of power of bully over victim. This can be achieved by:

- Size and/or strength
- The numbers or group size involved

- Anonymity – through the use of cyber bullying (using email, social networking sites, texts etc.)
- The level of cognition, confidence, or emotional maturity of students
- SEND needs of students
- Hierarchy of staff

At Orchard Hill College we are vigilant about bullying and approach this in the same way as any other category of safeguarding. We do not wait to be told before raising concerns or dealing directly with the matter.

Students may not recognise, or not be able to articulate, that they are being bullied, or that their own behaviour may be seen by someone else as bullying. Our staff know our students well and are able to identify those who may be at risk of being bullied. We also monitor behaviour logs to ensure we track patterns of behaviour which can cause concern. We are also alert to the dynamics within and between groups of peers, and will take action if harmful imbalances of power are developing.

Bullying and keeping students safe

Orchard Hill College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We ensure that consistent and effective safeguarding procedures and policies are in place to support students and staff at College and follow the guidance of Keeping Children Safe in Education.

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

This policy should be read in conjunction with our Child Protection Adult Protection and Safeguarding Policy, as well as our Safeguarding & Wellbeing Offer which details the specific work, both proactive and reactive, that we undertake to ensure that our students are able to learn and thrive in a safe and supportive environment. These documents can be found on our website:

https://orchardhill.ac.uk/about_us/safeguarding/

All staff are aware of reporting responsibilities and procedures. All staff have access to CPOMS reporting system and the College-wide behaviour reporting system, enabling peer-on-peer abuse to be tracked and monitored. This also allows the College to monitor any staff low level concerns in relation to safeguarding and bullying of colleagues.

All students are aware of who the College and regional DSLs are and who they can report any bullying to. Information is displayed around College buildings and on display boards in classrooms. Each region has student safeguarding ambassadors in place, ensuring students have a peer to discuss any concerns with. Student safeguarding ambassadors know to report any concerns back to the DSL.

In addition, students have access to regular tutorial sessions including Anti-Bullying Week and Hate Crime Week in order to raise awareness.

Stopping bullying wherever it takes place

Bullying can take place in the classroom, communal College spaces, toilets, corridors, on the journey to and from College, and in online forums, as well as out in the community. It can take place during College time, out of College while on residential visits, day visits, in group activities, and between families in the local community.

At Orchard Hill College we consult with students via their individual mode of communication to understand where and when they feel safe/unsafe, in order to ensure that there are robust and responsive processes in place.

There are safe spaces within College centres including Head of College offices where students can discuss or raise any concerns. These are overseen by the Head and Deputy Head of College who monitor student attendance and discuss regularly with the DSL.

Preventing bullying

Orchard Hill College students are encouraged to think about and understand bullying through such opportunities as Student Council, e-safety sessions, tutorials, PSHE lessons, Anti-Bullying Week, additional responsibilities and College policy writing.

Our College ethos and working philosophy means that all staff actively encourage students to have respect for themselves, each other and their environment. Behaviour which, for example, 'shows how others are feeling', or 'cares for others' is consistently acknowledged and rewarded through celebration events.

Students are involved in the prevention of bullying as and when appropriate.

Methods may include:

- Having discussions about bullying and why it matters that bullying is dealt with quickly
- Discussions at Student union meetings
- Restorative, reparation, and empathy developing work with students, e.g. using comic strip conversations to develop understanding
- Tutorials around College values
- Engagement in PSHE curriculum
- Safeguarding intervention plans
- External speakers

All concerns raised are sent straight to the regional DSL and DDSL who ensure that they are heard and acted upon.

Expectations around behaviour are regularly reinforced by staff, as is the College ethos of mutual respect and tolerance.

The College is committed to preventing bullying within the workplace by:

- Not tolerating emotional, physical, online harassment,
- Creating an open culture and open door policy

- Commitment to staff wellbeing, including providing regular wellbeing check-in sessions
- Ensuring all concerns are fully and fairly investigated

Reporting bullying

If a student or parent/carer has a concern they should contact the College immediately.

Safeguarding Team:

- **Designated Safeguarding Lead:** Kirsty Cottrell, Deputy Principal/DSL
- **Deputy Designated Safeguarding Lead:** Craig Van-de-velde, Deputy Principal/DDSL

Information on regional safeguarding teams is available from each College centre's webpage:

<https://orchardhill.ac.uk/where-can-i-study/>

Please see our Child Protection, Adult Protection and Safeguarding Policy and Safeguarding and Wellbeing Offer for further details. These can be found on the Safeguarding page of our website

https://orchardhill.ac.uk/about_us/safeguarding/

Responding to bullying

Where bullying is identified, our primary aim is to ensure that all students are safe. Orchard Hill College staff will take a twofold approach to resolving the issue: addressing the behaviour which has already taken place, and deploying strategies to change the behaviour so that bullying does not recur. This work will be completed with the knowledge and support of all relevant parents/carers.

Measures to address the behaviour that has already taken place will be in line with our Positive Behaviour Policy, and proportionate to the behaviour. Depending on the situation and the student's cognitive level, sanctions may be put in place, such as a letter of expectation, safeguarding intervention plan and/or suspension.

Where criminal behaviour is suspected or confirmed to have occurred as part of the bullying incident, Police will be informed.

Orchard Hill College may deploy a range of strategies to help the so-called bully or bullies understand and change their behaviour and make amends to those being bullied. Strategies may include:

- Counselling/mediation
- Peer support systems
- Supported reflective/restorative time
- Input from our behavioural support team
- Staff process in place / staff wellbeing check-in including the EAP number

Any reports of bullying behaviour by Orchard Hill College students outside of College will be investigated by College staff. If appropriate, action may be taken as above.

All policies are available from the Policies page of our website:

https://orchardhill.ac.uk/about_us/policies/

Measuring progress

Orchard Hill College measures progress and impact of these by utilising the following:

- Student voice – surveys, student union
- Parent/carers surveys
- Reviewing data – CPOMS trends, including staff low-level concerns. Actions, effective follow up – EDI data, safeguarding intervention plans,
- Reporting to governors, half-termly quality monitoring, termly safeguarding audit

Communicating the policy

This policy is shared with students via tutorials, easy read policies, classroom activities and themed days. Staff are given dedicated CPD sessions to ensure that they understand their roles and responsibilities around preventing and reporting bullying, including completion of mandatory Educare modules. Parents/carers and other stakeholders have access to this policy via our website.