



ANTI-BULLYING POLICY

Date of Policy	August 2023
Next Review Date	August 2024
Lead for review	Heads of Welfare

PURPOSE

Ultimate responsibility for this policy and procedure lies with the heads of CATS Cambridge/CSVPA, the Colleges. The heads of the Colleges have a legal duty under the Education and Inspections Act 2006 section.89 and guidance of DfE Preventing and Tackling Bullying 2017 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

Bullying of any kind is unacceptable. If bullying does occur, all students should be able to report it and know that incidents will be dealt with promptly and effectively.

The purpose of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied so they can learn in a relaxed and secure atmosphere. Bullying is anti-social behaviour which can have profound consequences. Bullying affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed, will students be able to fully benefit from the opportunities available at the Colleges.

WHAT IS BULLYING?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Bullying can be:

- Emotional being unfriendly, (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn to behave differently.

Schools have a responsibility to respond promptly and effectively to issues of bullying. The Colleges' staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with College policy.

SIGNS AND SYMPTOMS

A student may indicate by signs or behaviour that they are being bullied. Staff should be aware of these possible signs and that they should investigate if a student:

- is frightened of walking to or from school or doesn't want to go on public transport
- changes their usual routine by feeling ill in the mornings, is unwilling to go to College or begins to be truant
- becomes withdrawn anxious, or lacking in confidence
- attempts or threatens suicide or runs away

It is important that all staff recognise the indicators and signs of child-on-child abuse and know how to identify it and respond to reports.

All staff should understand, that even if there are no reports in their schools or colleges it does not mean it is not happening, it may be the case that it is just not being reported. If staff have any concerns regarding child-on-child abuse they must speak to their Designated Safeguarding Lead (or deputy).

It is essential that all staff understand the importance of challenging all inappropriate behaviours between

PROCEDURES FOR CONTINUING ISSUES

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Training on this policy is given during safeguarding training at induction and renewed every 3 years. Refresher training will be given as needed to individuals, or all staff as a result of monitoring management of bullying incidents.