



<b>Policy Title</b>	Anti-Bullying Policy				
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# Anti-Bullying Policy

## 1. Scope

- 1.1 Bullying is unacceptable and can have a devastating effect on the health, confidence, morale and performance of those affected by it. All students are entitled to an academic environment which respects their personal dignity, and which is free from such conduct. Bullying incidents may be dealt with under the disciplinary procedure or, in serious circumstances, may be referred to the authorities.
- 1.2 This policy is intended to address issues arising between students. Any accusation of staff bullying students will be dealt with under the complaints procedure.

## 2. Definition and Forms of Bullying

- 2.1 Bullying is behaviour by an individual or group over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms and is often motivated by prejudice against particular groups. Bullying can be defined as an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological, derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.
- 2.2 Bullying can take many forms:
  - **Physical** - hitting, kicking, taking/destroying belongings;
  - **Verbal** - name calling, insulting, making offensive remarks, malicious rumours, malicious phone calls;
  - **Indirect** - spreading stories or rumours, exclusion from social groups, sending malicious e-mails, text messages, chat room messages.
- 2.3 It is not bullying when
  - There is no intention to hurt or harm, i.e. behaviour is thoughtless or accidental;
  - There is a one-off fight/argument between students of equal stature or strength;
  - There is a good reason why others cannot be included in a group activity;
  - a student is called a nickname with which they are happy.

### **3 Staff Responsibilities**

- 3.1 The Executive Committee is responsible for establishing and implementing the Anti-Bullying policy and for ensuring it is regularly monitored and reviewed. The School Manager, as the Designated Safeguarding Lead (DSL), leads on the implementation of the Anti-Bullying Policy.
- 3.2 Point Blank has a collective responsibility to investigate allegations thoroughly and to seek to resolve conflict in a fair and timely manner.
- 3.3 All Staff are responsible for:
  - Being aware of the Anti-Bullying Policy and the procedures for reporting bullying.
  - Taking action in line with this policy should they witness acts of bullying or harassment; or are approached in confidence by students being bullied or harassed; or by students who have witnessed such actions.
  - Treating all students with dignity and respect, ensuring their own conduct does not cause offence or use language which could cause offence.

### **4 Student Responsibilities**

- 4.1 Students are required to:
- 4.2 Be aware of the Student Anti-Bullying Policy
- 4.3 Report incidents of bullying.

### **5 Conciliation**

- 5.1 This approach is a voluntary process and will only work if all involved wish to improve the situation. It is based on the premise that all parties involved in the incident/s can be brought together with a mediator (e.g. a member of staff) in a safe, confidential environment to talk about what has happened, how it has affected those involved, and what is going to happen to resolve the situation.
- 5.2 This approach allows the person causing the harm to take responsibility for their actions and allows them the opportunity to change their behaviour. It does not involve disciplinary action or sanctions.
- 5.3 In the event of a student not wishing to participate in this process or if the process fails, a member of the Senior Point Blank Team may invoke student disciplinary procedures.

### **6 Repeated or extreme bullying incidents**

- 6.1 Although Bullying is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassment or threatening behaviour – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.
- 6.2 If a situation persists or is extremely serious, any member of staff concerned should refer the matter immediately to a member of the Senior Point Blank Team.

The Student Disciplinary Policy cites physical or verbal bullying as an example of 'gross misconduct' and the Team member may choose to invoke the policy and suspend the alleged perpetrator, pending an investigation.

- 6.3 In cases where a person has been physically assaulted and they wish to take matters further Point Blank will, if necessary, afford the police such assistance as may be helpful in resolving the matter.