

ANTI-BULLYING POLICY

Last Review:	October 2018
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Next Review:	October 2020

Vision

Loreto College is centred in God, rooted in Christ and animated by the spirit of Mary Ward, the founder of the Institute of the Blessed Virgin Mary. Our vision is that it will be an educational community where each person has the experience of being loved and valued as a sacred individual created by a loving God; a community where students enjoy an enriching and liberating education that helps them grow into the fullness of life and empowers them to be men and women of courage who are alive to the needs of humanity and committed to making a better world.

Introduction

The College aims to be an educational community which gives expression to the core values of Mary Ward - freedom, justice, sincerity, truth, joy, excellence and internationality.

Loreto College has the highest expectations of personal, academic and professional excellence. This document sets out the College's policy and guidance on the procedures it will follow in the instance of bullying. In doing so, the college will be mindful of its core values and of its duty of care to all its staff and students and will endeavour to act at all times with justice, compassion and respect for the dignity and worth of all those involved, recognising that bullying is a fundamental affront to our belief that each person needs to be treated with Christ like respect.

Preamble

Loreto College's ethos, discipline and guidance provision promote positive relationships of care and mutual respect. Students can expect to be in a safe, happy and secure environment where teaching and learning can take place.

Education at Loreto will be characterised by:

- affirming personal worth and dignity
- developing attitudes, values and principles.
- a global awareness that promotes solidarity with others that crosses all divides - cultural, racial, religions, gender, age, disability, sexual orientation, gender reassignment or belief.

Each member of the College is valued as a unique person who has a past, present and future whom God has called by a name of his/her own.

This Policy should be read in conjunction with the College's Safeguarding Policy.

Loreto College Mission Statement declares that

"Loreto College values all students as individuals."

"The College presents a lifestyle based on a Christ-like respect for other people."

Our Equal Opportunities Policy states that

"The College will establish and maintain a learning environment in which all students feel at ease and in which guidance, counselling and induction will be given without any form of discrimination."

College-wide Characteristics state that

"Each student is given the opportunity to experience working in a Christian Community in which relationships (as well as) programmes of study demonstrate a commitment to the values of freedom, justice, sincerity, truth, joy, excellence and internationality."

Students will experience a Christian Community that permeates all aspects of college life.

It is the philosophy of Education of Loreto College to be an educational community where:

- Love, freedom, justice, sincerity, and joy find expression.
- Young people feel accepted and allowed to experience the exercise of appropriate responsibility.
- The potential of each individual spiritual intellectual, physical is recognised and respected.
- Special concern for the disadvantaged and under-privileged is experienced and encouraged.

1. General Statement

- 1.1 Loreto College recognises bullying to be a potential problem in any college.
- 1.2 'Bullying' will not be tolerated at Loreto College. Any reported incidence of bullying will be treated seriously and thoroughly investigated.
- 1.3 This document/policy defines what is understood by 'bullying' and states how Loreto College will act to prevent bullying, raise staff and student awareness and deal with any reported incidence of bullying.
- 1.4 The Tutorial Programme and the R.E. Programme will foster an atmosphere in which bullying is unacceptable in the college and provide a forum for discussion of bullying.
- 1.5 The guidelines in this statement detail how staff should respond to any incident involving bullying. Clear procedures which will be followed by Head of Halls should bullying occur are outlined.
- 1.6 The College values its partnership with parents, and procedures for working with parents when bullying occur are outlined.

2. Definition of 'bullying'

- 2.1 Bullying is long-standing violence, mental or physical conducted by an individual or group and directed towards an individual who is not able to defend their self in that situation. It is peer on peer abuse.
- 2.2 Peer on peer abuse could take place on college grounds, outside of college or in a virtual space e.g. mobile phone/social media etc.
- 2.3 Peer on peer abuse can be physical, verbal, social, IT or mobile phone based, racial, sexual **or**

homophobic or transphobic. It includes deliberate hostility or aggression towards the victim, who is less powerful than the bully or bullies.

- 2.4 Bullying covers all aspects of potential communication e.g. verbal, physical, virtual- cyberbullying (including sexting) etc. It can also include unwelcome sexual touching/assault, 'initiation/hazing' violence. (Hazing- practice of rituals and other activities involving harassment, abuse or humiliation used as a way of initiating a person into a group.)
- 2.5 The outcome of bullying is always painful and distressing to the victim. It should not be tolerated or passed off as 'banter' or 'part of growing up.'

3. Raising Awareness of Students and Staff

- 3.1 Learning materials, case studies and videos in the Tutorial Programme and R.E. lessons will raise student awareness of respecting each other and working together positively in the college community.
- 3.2 Through the tutorial system, students are in daily contact with their tutor to communicate any concerns they may have about bullying behaviour. Issues surrounding bullying are directly addressed in tutorial through the Code of Respect.
- 3.3 Students are encouraged to understand that it is the responsible and mature course of action to report any incident involving bullying to a member of staff.
- 3.4 All Loreto staff are required to unequivocally condemn bullying and to view seriously any reported incidence of bullying.
- 3.5 Staff should be aware of the different gender issues that can be prevalent when dealing with peer on peer abuse. For example, this could include girls being sexually touched/assaulted or boys being subject to initiation/hazing type violence.
- 3.6 **Staff and students should also be aware of the potential issues which can be prevalent regarding homophobic and transphobic bullying**

4. Guidelines for Staff encountering incidents of bullying

- 4.1 If a member of staff observes or receives a report of bullying the matter should be referred to the Head of Hall of both the victim of the bullying and the bully.
- 4.2 Any student who has been bullied will be reassured by the member of staff who sees or receives a report of the incident. Staff should always make it clear that they do disapprove of bullying and that bullying is never the fault of the victim. Staff will explain why they will refer the matter to the student(s) Head of Hall.

5. Procedures to be followed when an incident of bullying is reported to a Head of Hall.

The Head of Hall will:

- 5.1 investigate and speak individually with victim, bully and witnesses in order to decide upon the appropriate course of action.
- 5.2 if appropriate, inform the parents of both the victim(s) and bully(ies).
- 5.3 Take positive steps to support and protect students who have been bullied to re-store their self-confidence and esteem. The College will offer counselling to enable the student to grow in confidence and develop strategies and techniques of self-assertiveness.
- 5.4 Work with the bully to enable them to effect changes in their behaviour and empathise with the

victims of bullying. Unchecked bullying damages the bully as well as the victim - "It is only by the development of higher values such as empathy, consideration and unselfishness that the bully is likely to relinquish his/her behaviour".

- 5.5 Reassure any witnesses that they have acted responsibly and followed the right course of action in reporting the incident. The Head of Hall will explain the action that they propose to take.
- 5.6 Inform any staff involved of the action that will be taken.
- 5.7 Keep a written record of the incident, the interviews and the action taken.
- 5.8 Continue to work with both victim and bully to report on progress.
- 5.9 Where appropriate, inform parents of the outcome of the bullying incident and agree a constructive plan of action.
- 5.10 In a very serious instance of bullying, refer the matter to the Head of student services for consideration of immediate Disciplinary procedure which might, in the final resort include permanent exclusion. **Where an incident is relevant to sexual abuse, violence or harassment and a crime has been committed, this will be reported to the Police. Sexual violence and sexual harassment is not acceptable and will never be tolerated.**

6. Recurrence of Bullying

- 6.1 If bullying re-occurs the students involved in the bullying of another student will be subject to the Disciplinary Procedures of the College which, in the final resort, may lead to permanent exclusion from College.

7. Allegations of Bullying against members of staff or volunteers

- 7.1 ~~If the alleged bully is a member of staff, the student should seek assistance from an appropriate (other) member of staff. After an initial discussion with the recipient, that (other) member of staff should decide whether there is 'cause for concern', and ascertain whether the recipient wishes any action to be taken. If the (other) member of staff decides there is 'cause for concern', s/he should contact the appropriate Curriculum Manager who will offer mediation between the student and the alleged bully, if appropriate. If mediation is refused by the alleged bully, or unsuccessful, or if the alleged incident is sufficiently serious, the Curriculum Manager will refer the matter to the Deputy Principal (Curriculum & Innovation) who may recommend that the Staff Disciplinary Procedure be invoked.~~

The college will follow procedures in line with the Safeguarding Policy and if any allegation is made against a member of staff. The Deputy Principal will investigate any allegations promptly and will engage the Local Authority Designated Officer (LADO) where appropriate. The Deputy Principal may suspend the member of staff whilst an investigation is taking place.