

QUEEN ELIZABETH SIXTH FORM COLLEGE

ANTI-BULLYING POLICY (STUDENTS)

The College believes that the most effective means of deterring bullying is to create and maintain a civilised environment within which students are encouraged to treat each other with tolerance and respect. This links with the College's Equality and Diversity Policy.

POLICY

The College recognises:

- Its responsibility to promote mutual respect and understanding between members of the College community.
- The right of individuals to feel safe on the College premises and whilst engaged in College based activities.
- Its duty to eliminate victimisation or discrimination because of: age; disability; gender reassignment; pregnancy and maternity; race to include ethnic or national origins, colour or nationality; religion or belief which includes lack of belief; sex; sexual orientation.
- The right of individuals to move freely, and without harassment, around their place of study.
- The right of individuals not to be verbally or physically abused or intimidated.
- The right of individuals not to be harassed or intimidated via digital technology such as the internet, mobile phones or other forms of communication device.
- Its responsibility to provide support to students who believe that they are the victims of bullying or who feel that their safety is threatened.

POLICY GUIDELINES

1. The College will ensure through its pastoral support and guidance structures that students are made aware of the negative impact of bullying and that bullying is not tolerated at College. The College will ensure that students' concerns are dealt with supportively and promptly.
2. Positive relationships between different groups in College and in the wider community will be promoted as a pro-active measure against forms of bullying.
3. All College staff will endeavour to establish relationships with students that encourage confidence and openness.
4. The College will ensure, where appropriate, confidentiality in dealing with issues of bullying.
5. Unacceptable behaviour will be challenged.
6. The services of the College Counsellor will be made available to support the victims of bullying.
7. The College will respond to incidents and issues of bullying in a fair and even-handed way, with the aim of finding a suitable solution.
8. The College will make use of its disciplinary procedures where this is believed to be an appropriate response to a situation involving bullying.
9. The College will, where appropriate, involve parents in the process of dealing with incidents of bullying.

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SUPPORTING DOCUMENTS

1. Equality and Diversity Policy
2. Personnel Procedures Manual
3. College Charter
4. QE Expects
5. Acceptable Use of IT Policy
6. Equality Duty Statement
7. College's Disciplinary Procedures
8. Safeguarding Policy
9. Dignity at Work Policy

(The rights and responsibilities of staff in relation to bullying in the workplace can be found in the Personnel Procedures Manual)