



Anti-Bullying Policy

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Policies &
Procedures



Anti-Bullying Policy



1. Introduction

The purpose of this policy is to set out Rotherham Opportunities College commitment to ensure that the environment is welcoming, safe and secure, and is free from threat, discrimination, harassment or any type of bullying behaviour. The ethos of the college is to embrace diversity and to offer equality of opportunity. Within the college we embed diversity and inclusivity and treat everyone with dignity and respect.

Rotherham Opportunities College Anti-Bullying Policy is distributed throughout college and all staff are actively committed to it. This policy forms part of our commitment to the safeguarding of adults with support needs and the protection of all young adults.

2. Scope

This policy applies to all students and interns.

3. Policy Statement

It is in the interest of everyone that the environment in which we learn and work is harmonious, respectful and safe. Every student should feel safe to learn and socialise and be safe from victimisation and discrimination at college. Although we would like to think that this is always the case, we recognise that inappropriate behaviour including bullying and discrimination, can and does take place.

Bullying of any kind is not tolerated at Rotherham Opportunities College. If bullying does occur, students are supported to tell staff about the incident in the secure knowledge that the issue will be dealt with promptly and effectively. We encourage those who are being bullied and those who are aware of the bullying to inform a member of staff.

4. Identifying Bullying

Bullying is regarded as any behaviour, occasional or persistent, by anyone who intimidates or dominates another person, possibly through the abuse of power, with the intention of hurting another person. Bullying has a negative effect on the victim's self-confidence, self-esteem and general well-being. It can be subtle in nature and is intended to harm. Bullying can take place with staff, students and trainees in public, or

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in private, at work, study or socially. It results in pain and distress to the victim and is totally unacceptable.



Rotherham Opportunities College supports students from 19 years plus who have a range of disabilities including students with mild, moderated and complex learning disabilities, communication difficulties, autism and physical disabilities. Due to our students' additional needs and their level of understanding they are often more vulnerable to being victims of abuse and are at increased risk of being victims to hate crimes.

Bullying can be:

- **Physical** - pushing, kicking, hitting, biting, slapping;
- **Psychological** - tormenting, ridiculing, threats of harm, blaming, humiliating;
- **Verbal** - name calling, sarcasm, spreading rumours;
- **Racist** - gestures, racial taunts, offensive literature, graffiti;
- **Sexual** - unwanted physical contact, sexual innuendos, sexual teasing;
- **Homophobic** - homophobic taunts, comments about sexuality;
- **Electronic** - (also known as cyberbullying) via text, email, social networking sites;

Cyberbullying is defined as '*the use of Information and Communications Technology (ICT) particularly mobile phones and the internet to deliberately upset someone else*'. It can be an extension of face-to-face bullying, but it differs from other forms of bullying in significant ways:

- It can take place at any time of day or night - invading the home and personal space;
- It may be seen as anonymous as the actual identity of the perpetrator can be hidden;
- Participants can be unaware of being perpetrators and not understand the consequences;
- The circulation of electronic messages is difficult to control;
- The size of the potential audience can be huge;
- Cyberbullying can be traced and tracked to establish proof.

All forms of bullying are unacceptable, regardless of its form or excuses to justify it.

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5. Reporting Bullying

A student who feels they are being bullied or has reason to believe that another student is being bullied should tell someone. This may be any member of staff whom they feel they can talk to.

Once a member of staff has been alerted they will discuss the problem by talking with senior leaders or other appropriate staff and then all the parties involved in order to decide upon the next course of action. Staff will deal with all incidents quickly, seriously, sensitively and in confidence. Prompt action must be taken to stop bullying as soon as it is identified.

Students are supported through a variety of ways including the use of Makaton signs or the student's preferred communication.

Any measures that result from discussions with students should be in line with college policies and actions that may be taken.

Support sessions or interventions can be arranged for either the bullies or the bully to ensure that the individuals are able to move forward in a more positive and confident way.

6. Prevention

Rotherham Opportunities College recognises the detrimental effects on students who may be subjected to bullying. We will work efficiently to eliminate its occurrence. Everyone has a right to be treated with dignity and respect. Students who bully need to learn different ways of behaving. Effective anti-bullying practices give all students the assurance that they are in a safe and pleasant environment.

The college offers students personal development sessions where they learn about the impact of bullying. Bespoke sessions run by teachers to identify bullying behaviours.

7. Responding to Bullying

Rotherham Opportunities College undertakes to respond promptly and effectively to issues of bullying. A clear and consistent response is required in any case of alleged bullying and the aim of any intervention should be:

- To make the victim safe;
- To stop the bullying;
- To make clear to all students that bullying is unacceptable;
- To help students build positive relationships and choose not to bully.

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All students involved in incidents of bullying will be asked if they would like college staff to inform their parents/carers.

If information is shared externally confidentiality will be upheld and the names of the students involved will not be disclosed. Students have the right to privacy and many choose not to share this information with others, this will be discussed on an individual basis. There may be times when despite students stating they do not wish others to be informed, due to concerns of safety (to the students involved, other students at college, staff members or members of the public), staff will need to inform other stakeholders or external professionals. If this occurs the student(s) will be informed about who needs to be notified and staff will support them in understanding the reasons why.

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Appendix 1



Reference Documents	Human Rights Act 1998 Disability Discrimination Act 1995, 2005 Race Relations Act 1976 Race Relations (Amendment) Act 2000 Sex Discrimination Act 1975 Sex Discrimination (Gender Reassignment) Regulations 1999 Special Educational Needs & Disability Discrimination Act 2001 Employment Equality (Age Discrimination) Regulations 2006 Employment Equality (Sexual Orientation) Regulations 2003 Employment Equality (Religion & Belief) Regulations 2003
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