

ANTI-BULLYING POLICY

Every student at Global London College has the right to enjoy learning, free from intimidation both in our classroom and in the community as a whole. Global London College will not tolerate bullying behaviour of any kind including hurtful actions or remarks, verbal insult or exclusion from groups, under any circumstances. This ethos will be communicated throughout all of Global London College delivery by the attitudes and actions of all members of the Global London College Community.

AIMS OF THIS POLICY

- To promote Global London College ethos of providing an atmosphere of harmony, consideration and kindness towards all members of the Global London College community.
- To promote a caring atmosphere where a complaint of bullying will always be taken seriously.
- Encouraging learners to support one another by reporting All instances of bullying.
- To detect and deter bullying when it occurs, and deal with it swiftly by counselling, disciplinary sanctions and, if necessary, by exclusion or expulsion.
- To be aware of the nature of bullying that may take place throughout Global London College services.
- To affect changes to the Global London College environment this may be necessary to negate bullying.

THE DEFINITION OF BULLYING

'Bullying is behaving in a way which is threatening, menacing or causes distress through words or actions to another person, thereby causing them to feel uncomfortable or endangered'.

Global London College will not tolerate bullying of any kind, examples of which include:

- verbal bullying;
- name calling;
- making offensive or insulting remarks;
- racist remarks;
- demanding money;
- physical bullying such as hitting, kicking, pushing people around or taking, damaging or hiding other people's possessions;
- Indirect bullying, spreading malicious stories about someone, exclusion from social groups, being made the subject of spiteful rumours, sending malicious emails or text messages on mobile phones;
- sexual harassment;

- talking to or touching someone in a sexually inappropriate and intimidating way.
- Name calling is considered to be the most common direct form of bullying. This may be the result of individual characteristics, but learners may be called unkind names because of their ethnic origin, nationality, colour, sexual orientation, or because of some form of disability.

FACTORS CONTRIBUTING TO BULLYING

A number of factors are thought to make bullying more likely. These include:

- Lacking close friends in college;
- Shyness;
- Being from a different racial or ethnic group to the majority;
- Being different in some obvious respect - such as a speech impediment;
- Having Special Educational Needs or a physical disability;
- Behaving inappropriately, intruding or being a "nuisance".

BULLYING BY RACE, GENDER OR DISABILITY

Racist Bullying

Racist bullying targets a person who belongs to a particular ethnic or religious group. Attacking an individual sends a message to that group and racist bullying offends not only the victim, but also others from the same group.

Sexual Bullying

Sexual bullying affects both genders. It is characterized by abusive name calling, looks and comments about appearance, attractiveness, inappropriate and uninvited touching, sexual innuendoes and propositions, pornographic material, graffiti with sexual content and, in its most extreme form, sexual assault.

Bullying of SEN or Disabled learners

Learners with Special Educational Needs or disabilities may not be able to articulate their experiences as well as other learners. They are, however, often at greater risk of being bullied, both directly and indirectly, and usually about their specific difficulties or disability.

Courses of Action in Response to Bullying

- Anyone can and should report any bullying incident - whether they are a passer-by, a victim or a bully.
- At the beginning of each course learners will be informed that someone wishing to report an incident of bullying can approach any member of the Global London College team with whom they feel comfortable. If the matter is urgent, the learner

should approach the first Global London College team member they can contact, for example head office, the directors or course assessor.

- All members of staff are expected to be willing and ready to deal with any incident that is brought to their attention. If appropriate, a member of staff will handle the situation on their own. If circumstances dictate, a member of the Senior Management Team will be consulted. The latter will take responsibility for deciding who is best equipped to deal with the situation.
- When consulted about a bullying incident the member of staff dealing with the incident will interview separately the victim, the bully and any witnesses in order to establish an accurate account of events. Written reports by those involved will be asked for.

Sanctions for bullying will remain at the discretion of the Senior Management Team following full briefing on the incident. Such decisions will be made in conjunction with the staff member(s) involved. There will be a uniform but flexible approach to deciding on the sanctions for bullying. All factors will be considered including the nature of the incident and any previous involvement in similar offensive acts. While all sanctions for bullying will be seriously imposed it may, on occasions, be more appropriate for the perpetrator to attend counselling instead.

Curricular Approaches to Bullying

Teaching staff are encouraged to use the curriculum to:

- Raise awareness about bullying and the Anti-Bullying Policy;
- Increase understanding for victims, and help foster an anti-bullying ethos;
- Teach learners how to constructively manage their relationships with others.

Staff

All members of the Global London College! the team, including administrative staff, play an important role in communicating the anti-bullying ethos of the Global London College community. Internal staff training is provided to all staff for learning basic counselling techniques and counselling skills so that staff can handle reports of bullying efficiently and sympathetically.

Key points to remember about dealing with suspected bullying.

All staff members are reminded to:

- Never ignore suspected bullying.
- Never make premature assumptions
- Always listen carefully to all accounts -several students saying the same thing does not necessarily mean they are telling the truth.
- Adopt a problem-solving approach which moves learners on from justifying themselves.

- Follow-up repeatedly, checking that bullying has not resumed.

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