

Impington Village College and Impington International College Anti-Bullying Policy

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Reviewed by [insert review body]	Jo Sale

Impington Village College

Anti-Bullying Policy

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Document Control

New Version Number	Key changes from previous version	Date of ratification

Anti-Bullying Policy

1. Introduction and Policy Context

This Anti-Bullying Policy applies to all students of compulsory school age and is used to inform practice across the main school and sixth form provision where applicable.

The policy is informed by:

- Preventing and Tackling Bullying (DfE, July 2017)
- Keeping Children Safe in Education (DfE, latest edition)

The College is committed to providing a safe, inclusive and supportive learning environment in which all students can enjoy and achieve. Bullying, particularly when left unaddressed, can have a serious and long-lasting impact on educational outcomes, mental health and wellbeing.

Aims

- Monitor and review anti-bullying practice regularly
- Support staff in promoting positive relationships
- Recognise that some students are more vulnerable to bullying due to personal or protected characteristics
- Intervene early and respond promptly to bullying behaviour
- Ensure students feel confident that concerns will be addressed sensitively and effectively
- Work in partnership with parents/carers
- Learn from best practice and use external support where appropriate

2. Definition of Bullying

Bullying is defined as persistent, deliberate attempts to hurt or humiliate another individual, either physically or emotionally. It involves behaviour by an individual or group that is repeated over time and intentionally harmful.

While one-off incidents may be very serious and must always be addressed, they do not fall within the formal definition of bullying unless the behaviour is repeated or forms part of a wider pattern.

Bullying may be carried out physically, verbally, emotionally or through digital technologies. To label behaviours as bullying, investigations must be carefully carried out and evidence found. One person's word against another without any further substantiating evidence of systemic or repeated actions over time cannot be defined as bullying by the College. The term 'unkind behaviour' will be utilised to describe one off behaviours or actions alleged to be bullying before investigation.

3. Types of Bullying

- Emotional – excluding, intimidating or tormenting others
- Physical – pushing, kicking, hitting, punching or use of violence
- Verbal – name-calling, sarcasm, teasing, spreading rumours, mocking or offensive remarks
- Racist – racial taunts, gestures, graffiti or abuse

- Sexual – sexual harassment, unwanted physical contact or sexually abusive comments
- Homophobic – bullying related to sexual orientation
- Transphobic – discrimination, fear or hostility towards transgender people
- Cyberbullying – use of email, messaging, gaming platforms, apps or social media to bully
- Prejudice-based bullying, including bullying related to race, religion, disability, SEND, gender, sexuality, socio-economic status or looked-after status

4. Reporting Bullying

Bullying is never the fault of the victim and should always be reported.

Reports should include, where possible: names of those involved, type of bullying, dates, duration, location, witnesses and a description of events.

Reports may be made to any member of staff, pastoral staff, heads of house or through the school's online reporting systems.

5. Responding to Bullying

All reports will be taken seriously and investigated.

The College will aim to stop the bullying, support the victim, challenge and change the behaviour of the person bullying and seek reconciliation where appropriate.

Support may include pastoral support, parent/carers communication, external agency involvement and ongoing monitoring.

Cyberbullying incidents may involve device checks, advice on preserving evidence and reporting to service providers or the police.

6. Disciplinary Actions

Before or alongside sanctioning, the College will always employ REMIND and restorative practices.

Sanctions may include warnings, loss of social time, internal suspension, fixed-term suspension, managed moves or permanent exclusion, in line with the Behaviour and Relationships Policy. All incidents are recorded and reviewed to identify patterns or trends.

7. Prevention and Education

The College works proactively to prevent bullying through the curriculum, assemblies, tutor time programme, celebration of diversity in the curriculum and extra-curricular clubs and groups and partnership with parents and external organisations.

8. Monitoring and Review

This policy is reviewed on a three-year cycle or sooner if required.