

Anti-Bullying Policy

“Bullying is the wilful, conscious desire to hurt or threaten another person”

Bullies behave in different ways, depending on the victim. There are different types of bullying:

Psychological (being excluded from groups and rumours)

Cyber (abusive text messages, internet messages)

Verbal (threats, name calling, racism and homophobic language)

Physical (punching and kicking)

Any behaviour that is a deliberate regular attempt to harm, threaten or upset another **is** bullying.

Allegations of bullying will be reported to the Centre Manager who will take any further action that is needed.

What is being done?

- The issue of bullying will be included in induction sessions and will be revisited at relevant times throughout a student’s time at AHC.
- Bullying will be addressed as part of Health & Social Care, Child Care sessions. Special sessions will be provided for other students including engineering students.
- All centre staff will be actively on the look- out for any behaviour which is unacceptable and will deal with this in an appropriate manner.

What will happen if bullying is reported?

Bullying is likely to be reported by the ‘victim’, the victim’s parents, other students or staff:

- The victims will be spoken to along with other witnesses and evidence will be collected to support any allegation.
- The accused “Bully” will be spoken to, to get their version of events.
- Everything said will be kept confidential at this point however depending on the circumstances it may be necessary to involve others including official bodies.
- Other staff, students and parents may be involved if or when needed.
- Parents/carers will be kept fully informed.
- A record will be placed in all the involved students’ files.
- All students will be made aware that such behaviour will not be tolerated.
- Bullies will receive sanctions according to AHC’s Behaviour Policy and the events may be forwarded to any sponsoring institution.

Who to go to for help:

By definition a bully's victim is always vulnerable in some form. A victim of bullying needs to know where they can find help and support. Listed below are some of the people to whom a bully's victim may turn to for help and support. Who this person is will always depend upon the circumstances of the bullying. This person who may report they bullying, may well not be the victim. This person should always be listened to.

A victim of bullying may turn to some or more of the following:

- A fellow student.
- The victim's tutor or another member of staff. This may include a member of staff from a sponsoring institution.
- An official person. This may include a health worker, a police officer or another.
- A parent or other relation of the victim.
- A friend of the victim.