



Anti-bullying policy for students – all courses

1. What is bullying?

- a) Bullying is behaviour, usually repeated over time, which intentionally hurts another individual or group, physically or emotionally.
- b) Bullying includes: name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing, taking belongings, inappropriate touching, offensive graffiti, spreading hurtful and untruthful rumour, or isolating or ostracising.
- c) Cyber-bullying is becoming increasingly common. This can involve sending inappropriate, or damaging text messages, emails, instant messages, or posting malicious material online (e.g. on social networking websites), or sending or posting offensive or degrading images and videos.

2. What is our responsibility at St. Clare's?

- a) Bullying at St. Clare's is, thankfully, rare but it can happen anywhere.
- b) The college mission is 'to promote international education and understanding' and this ethos encourages a safe environment where fairness and respect are valued and prejudice challenged.
- c) Every learner at St. Clare's, whether under 18 or over 18 year of age, should feel safe to learn and socialise. Each should be safe from victimisation and discrimination in class or outside, in the residences or homestay, and on activities and excursions.
- d) Yet, at St. Clare's, young adults are potentially vulnerable: they are entering an unfamiliar culture, living away from friends and family, given greater freedom than at home and studying in a second language.
- e) This diverse community also provides potential sources of conflict such as racism or religion, sexuality or sexism or homophobia, appearance and body shape, academic or linguistic ability.
- f) Tackling bullying is, therefore, the responsibility of **all** who work with young people. This means not only the personal tutor, house warden and accommodation officer but teachers, administrators and support staff across the site.

3. What is the St. Clare's approach to 'anti-bullying'?

- a) It is crucial that members of staff know the signs to look for and the procedures to follow if they become aware of incidents.
- b) The Child Protection Officer takes the lead on 'anti-bullying' and co-ordinates policy.
- c) When bullying does occur, a clear consistent response is essential. There are many different ways in which staff can respond to bullying, however the goals of any intervention should always be the same:
 - to make the victim safe;
 - to stop the bullying, and change the bully's behaviour;
 - to make clear to every learner that bullying is unacceptable; and
 - to learn lessons from the experience that can be applied in future.
- d) The Course Director, in consultation with the Child Protection Officer, will:
 - hold separate meetings with the victim(s) and those suspected of the bullying;
 - mediate and attempt reconciliation whenever possible;
 - contact the parent or agent/guardian as appropriate;

monitor relationships at regular intervals and withdraw the perpetrators in extreme cases.