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ANTI-BULLYING POLICY

JFC Training College take bullying and its impact seriously, learners should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The college will seek ways to counter the effects of bullying that may occur within college in the local community. The ethos of our college is to foster high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

All the management team, teaching and non-teaching staff and learners should have an understanding of what bullying is. All the management team and teaching and non-teaching staff should know what the college policy is on bullying, and follow it when bullying is reported.

All learners should know what the college policy is on bullying, and what they should do if bullying arises. All of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that our college is a safe place for learners and adults to be; whether the college community is directly or indirectly affected by bullying or not.

What Is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time that intentionally hurts another individual or group, either physically or emotionally. In other words, bullying at JFC Training College is considered to be, “unacceptable behaviour which occurs ‘lots of times, or on purpose’.” Bullying can be short term or continuous over long periods of time.

Bullying can be emotional and being unfriendly, excluding, tormenting, for example, threatening gestures.

Physical bullying can include pushing, kicking, hitting, punching or any use of violence.

Sexual bullying also includes; unwanted physical contact or sexually abusive comments because of the issue of sexuality as well as direct or indirect verbal name-calling.

Cyber bullying includes all areas of internet, such as email and internet chat, Twitter, Facebook etc. Mobile threats by text messaging and calls, misuse of associated technology are also classified as bullying.

Bullying may be related to:

- Race, Gender, Religion, Culture and disability
- Appearance or health condition
- Home circumstances, including Young carers and poverty
- Sexual orientation, sexism, or sexual bullying.

Bullying can take place in the classroom, toilets, on the journey to and from college and cyberspace.

Bullying can also take place in group activities and between families in the local community. Perpetrators and Victims of Bullying takes place where there is an imbalance of power of one person or persons over another. This can be achieved by:

- The strength of the individual
- The numbers or group size involved

Anonymity: this can be through the use of cyber bullying or using email, social networking sites and texts. All teaching staff must remain vigilant about bullying behaviours, and approach them as the same way as any other category of abuse. That is, do not wait to be told before you raise concerns or deal directly with the matter.

Young people may not be aware that they are being bullied; because they may have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them. Staff must also be aware of those young people and adults who may be vulnerable learners; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others

Why is it Important to Respond to Bullying?



Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Learners who are bullying need to learn different ways of behaving. A learner may indicate by signs or behaviour that he or she is being bullied. Teaching staff should be aware of these possible signs and that they should investigate if a learner or young person:

- Is frightened of walking to or from college and beg to be driven to the college
- Changes their usual routine and is unwilling to go to the college
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to make less effort with college work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated outcomes. All known or reported incidences of bullying will be investigated by senior member of staff. The tutor of the group may also be questioned about the incident or about any concerns that they may be having. The learner displaying unacceptable behaviour may be asked to genuinely apologise.

The ethos and working philosophy of JFC Training College means that all staff actively encourages learners to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded. Staff will regularly discuss bullying, this will inform learners that we are serious about dealing with bullying and lead to open conversations and increased confidence in learner to want to discuss bullying and report any incidents and concerns about other learner's behaviour. Staff must be careful not to highlight differences of learners or an individual learner.

Staff must be vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not excluding others from their group. Staff must reinforce a general message that learners do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.