



Anti-Bullying Policy

Version	1
Last reviewed	20 September 2020
Reviewed by	Andrew Green
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Statement of Intent

Elizabeth School of London is committed to providing a supportive, friendly, safe and positive environment free from offensive behaviour, to help you achieve your learning goal and get the most out of your experience of College life. Bullying of any kind is not tolerated at the College. If it does occur, learners/staff are urged to voice their grievance in the secure knowledge that incidents will be dealt with promptly and effectively. We encourage both those who are being bullied and those who are aware of bullying, to inform a member of staff.

What is bullying?

Bullying is the abuse of power and the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the person being bullied and is unacceptable. Bullying can be:

- **Physical** pushing, kicking, hitting, pinching, etc
- **Emotional:** excluding (sending to Coventry), tormenting, ridiculing, Humiliating
- **Verbal** name-calling, sarcasm, spreading rumors
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact, abusive or unwelcome remarks
- **Homophobic** comments about one's sexuality

Examples of bullying which are considered Gross Misconducts:

- Disruptive and aggressive behaviour towards learners, staff or visitors
- Fighting
- Harassment and Bullying ~ racist, sexist etc
- Endangering the health and/or safety of self and/or others.
- Gross indecencies
- Incidents involving violence or threat of violence Hoaxes of any kind, including telephone
- Threatening use of mobile phones/internet e.g. emails, photographs, blogs etc

Signs and Symptoms of Bullying

- Not wanting to come to College
- Change in usual routines
- Becoming anxious or withdrawn
- Attempted or threatened suicide
- Crying
- Nightmares
- Feeling ill
- Bruising, cuts
- Doing poorly at College
- Possessions 'go missing'
- Becoming aggressive or unreasonable
- Becoming withdrawn and lacking in confidence
- Bullying other children or siblings

Why is it important to respond to bullying?

Bullying can cause serious physical and mental problems and can ruin an individual's chances of success, both in College and in their future career. No-one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Learners who bully need to learn different ways of behaving, or they will go on to become bullies at home and in the workplace. ESL undertakes to respond promptly and effectively to issues of bullying. If you are being bullied or you have reason to believe that someone else is being bullied, please inform a member of staff.

What should you do if you feel you are being bullied?

Once a member of staff has been alerted, the next step will be to discuss your problem (by interviewing all parties), in order to decide upon the next course of action, conducted by the course tutor and the director. If there is a case to answer, the next step will be the Learner Disciplinary Procedure. This, in turn, could lead to the Appeals Procedure, if either party felt dissatisfied with the result. (Details of these procedures are contained within the Student Handbook or college website).

In certain circumstances, the College may feel it necessary to involve your guardians or the police. At all stages in the above procedures, you may bring a friend or anyone to support you.

Counseling sessions – confidential, independent and supportive - can be arranged for either the bullied or the bully, to ensure that the individuals are able to move forward in a more positive and confident way.