



St Andrew's
C O L L E G E

ANTI-BULLYING & BEHAVIOUR POLICY

4th April 2024

APPROVED BY: COLLEGE GOVERNING BODY
NEXT REVIEW DUE BY: SEPTEMBER 2025

St Andrew’s College Anti-Bullying and Behaviour Policy

1. Policy Summary / Statement

The purpose of this policy is to ensure that both learners and staff in St Andrew’s College:

- Feel safe, valued and respected in the College
- Are free from any form of discrimination
- Are able to work within a safe and happy environment
- Are recognised as equal and as having the right to be treated with respect and kindness
- Are safeguarded against any form of bullying

Context and Definitions

There is no legal definition of bullying, however our definition of bullying is:

Repetitive intentional hurting of one person or a group by another person or group, where the relationship involves an imbalance of power.

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences” Preventing and tackling bullying (Department for Education July 2017)

The STOP acronym can be applied to define bullying – Several Times On Purpose.

Bullying may include:

Type of Bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another’s belongings, any use of violence or physical intimidation
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> •Racial •Faith-based •Gendered (sexist) •Homophobic/biphobic •Transphobic •Disability-based 	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites
Psychological	Deliberately excluding or ignoring people tormenting, threatening
Attacking property	Damaging, stealing or hiding someone’s possessions

Bullying may be related to:

- Race, religion, culture or beliefs
- Appearance or health conditions
- Sexual orientation
- Gender
- Gender identity (including the deliberate misuse of pronouns)
- Special Educational Needs or Disability
- Home and family circumstance
- None of the above

Derogatory Language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying.

Prejudice-based incidents

A prejudice-based incident is a one off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted.

Signs of bullying may include:

- Unwillingness to come to the College
- Withdrawn or isolated behaviour, change in personality traits
- Complaining about missing possessions
- Refusal to talk about the problem
- Easily distressed
- Damaged or incomplete work, decline in academic progress
- Physical appearance and/or injury

Aims and Values

Bullying of any kind is unacceptable and will not be tolerated at St Andrew's College. The safety, welfare and wellbeing of all learners and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole College community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole College community. We want to enable our learners to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our learners by society, when they return to school/College and beyond in the world of further study and work.

The College places a great emphasis on the rights of individual learners to be able to study and learn effectively, and College staff to work in a calm and safe environment and will act immediately to prevent and/or eliminate bullying, in line with the St Andrew's Anti-bullying policies.

The College acknowledges the link between bullying and suicide is well established, and the guidance published by the DfE 'Behaviour in Schools (September 2022)' and Keeping Children Safe in Education (September 2023) sets out the duties of schools and colleges to respond to bullying and cyber bullying, including referral to other agencies including: Police, Local Authority Safeguarding Teams, National Crime Agency's CEOP Safety Centre, NSPCC etc.

Behaviour

St Andrew's College do not sanction learner's behaviours. Due to the nature of our setting and our Trauma Informed way of working, each learner is individually risk assessed before each lesson, and as most lessons take place on a 1:1 basis, negative behaviours are minimal. St Andrew's College do not exclude students.

If negative behaviours are observed, teachers will redirect learners. If there are safety concerns, learners will be returned to their ward. Where behaviour escalates within the College, learners will be supported in line with St Andrew's Policies.

If a learner requires a search before entering the ward, as it is believed that they have a risk item, or it is part of their care plan, the search will be carried out in a dignified manner and by a member of the same sex, with an additional member of staff present (in line with St Andrew's Search Policy).

Mobile phones are not permitted in the College, so should be left on the ward when learners are attending lessons in the College.

2. Links to Policies and Procedures

Safeguarding of Vulnerable Adults and Children Policy
Anti-bullying of Patients Policy
Diversity and Inclusion Policy
Relationships, Sex and Health Education (RSE) Policy
Search Policy
Least Restrictive Practice Policy
Positive and Safe Policy and Procedure

3. Monitoring and Oversight

Responsibilities

The Leadership Team will:

- Write and regularly review the Anti-Bullying and Behaviour Policy
- Ensure that all members of staff follow the anti-bullying policy and that the College upholds its duty to promote the safety and well-being of all learners, through learning walks, monitoring of RiO Notes and management supervision
- Encourage and empower staff to devise and deliver events, enrichment days and diversity displays, which raise awareness of diversity issues and an anti-bullying ethos
- Ensure that the consequences of bullying are understood and addressed immediately in line with government guidance
- Ensure that the College environment encourages positive behaviour

Curriculum and Subject Leads will:

- Ensure that content to raise learners' awareness of issues in relation to bullying is present throughout the curriculum, particularly in PSHE
- Ensure that lesson resources and materials do not show stereotyping, assumptions or derogatory language

Ward Link Teachers will:

- Communicate effectively with wards and other members of the Multi-Disciplinary Team to identify and resolve issues of bullying observed within the College
- Communicate effectively bullying issues that have occurred within wards and other settings to College staff, so they are able to intervene as appropriate if such issues manifest within the College
- Communicate effectively, with Multi-Disciplinary Support as appropriate, with parents and carers on any bullying issues which have occurred within the College and inform parents and carers what action has been taken in response
- Communicate risks of self-harm and suicide to all team members based on handover information from the care team

Individual Teachers will:

- Partake in training to detect the signs of bullying
- Play an active role in the College's efforts to prevent bullying
- Help to develop learners' awareness of issues in relation to bullying during lessons and other interactions with our young people
- Contribute to and devise events, enrichment days and diversity displays, which raise awareness of diversity issues and an anti-bullying ethos
- Challenge stereotyping when it is observed
- Being vigilant to the signs of bullying and report bullying when it is observed
- Create a calm and safe environment for learners
- Model expected behaviour and positive relationships
- Consider the impact of their own behaviour on the College culture
- Develop a positive therapeutic relationship with learners, which may include:
 - Greeting learners when they see them
 - Establishing clear routines

If staff become aware of bullying they should:

- Ensure that they intervene, as non-intervention has the effect of tacitly condoning the bullying
- Reassure the learners involved
- Inform the relevant member of staff, in line with SAH policy
- Adequately record the incident on Rio, identifying particularly any elements of prejudice or discrimination

All learners should be encouraged to meet the College's expectations with regard to the Anti-Bullying and Behaviour Policy by:

- Avoiding taking part in any kind of bullying

- Watching out for potential signs of bullying amongst their peers
- Taking appropriate action to avoid being a bystander to incidents of bullying by supporting the victim, encouraging them to report the bullying, and, if possible accompany them to a trusted adult
- Showing respect to members of staff and each other
- In class, make it possible for others to learn

4. Diversity and Inclusion

St Andrew's Healthcare is committed to *Inclusive Healthcare*. This means providing patient outcomes and employment opportunities that embrace diversity and promote equality of opportunity, and not tolerating discrimination for any reason.

Our goal is to ensure that *Inclusive Healthcare* is reinforced by our values, and is embedded in our day-to-day working practices. All of our policies and procedures are analysed in line with these principles to ensure fairness and consistency for all those who use them. If you have any questions on inclusion and diversity please email the inclusion team at diversityandinclusion@stah.org

5. Training

- St Andrew's College holds regular Teacher Training days within which relevant training will be offered for dissemination of best practice
- All staff within the College undertake self harm and suicide awareness training

5. References to Legislation and Best Practice

Ofsted framework 2019

Keeping Children Safe in Education 2023

Preventing and tackling bullying (Department for Education July 2017)

Behaviour in Schools (DfE 'September 2022)

Behaviour in schools: advice for headteachers and school staff 2022

Searching, screening and confiscation: advice for schools 2022

The Equality Act 2010

Use of reasonable force in schools

Supporting pupils with medical conditions at school

Special Educational Needs and Disability (SEND) Code of Practice

Schedule 1 of the [Education \(Independent School Standards\) Regulations 2014](#); paragraph 7

outlines a school's duty to safeguard and promote the welfare of children, paragraph 9 requires the College to have a written behaviour policy, and paragraph 10 requires the College to have an anti-bullying strategy

7. How to request a Change or exception to this policy

Please refer to the exception process [Policy and Procedure Exception Application Link](#)

8. Key changes - please state key changes from the previous version of the policy

Version Number	Date	Revisions from previous issue
1.0	Sept 2020	Rewritten and formatted on new Charity Template
2.0	Dec 2021	Update to include acknowledgement of the link between suicide and bullying
3.0	March 2024	New College template