

Ashton on Mersey SCITT
Anti-Bullying Policy

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Aims and Values:

Ashton on Mersey SCITT recognises that bullying and harassment exists and see the issue of this as a serious matter. All incidents will be dealt with promptly as laid down in the school guidelines.

Bullying and harassment of any kind are in no-one's interest and will not be tolerated.

The aim of this policy is to prevent and deal with any behaviour deemed as bullying and to promote an ethos where bullying is regarded as unacceptable, so that a safe and secure environment is created for everyone to learn and work in.

The fundamental principle underlying this policy is the absolute right of each and every trainee not to be bullied in any way and their right to seek help to combat bullying if it occurs.

What is bullying and harassment?

Bullying is any act of violence or aggression, either physical or psychological, where the victim feels unable to cope, and is distressed by the actions of the bully. Bullying is usually a persistent phenomenon, but a single act of aggression can also be classed as bullying. This policy includes any act of cyber-bullying.

Examples of bullying include:

- Verbal – name-calling, sarcasm, making fun of others, spreading rumours, teasing, racist, homophobic or any type of discriminatory comments
- Indirect – being unfriendly, deliberately excluding someone from a friendship group and encouraging others to do so, tormenting (eg hiding books, threatening gestures, deliberately spreading malicious gossip about the victim, so that he or she feels self-conscious or ridiculed).
- Physical – pushing, kicking, hitting, punching or any use of violence towards a person. Sexual unwanted physical contact or sexually abusive comments, graffiti gestures.
- Cyber – All areas of the internet, such as email & internet chat room misuse. Mobile threats by text message or calls and messaging on social networking sites. Misuse of associated technology, i.e. camera & video facilities. Hijacking/cloning/misuse of email accounts and/or personal information.

Recognising bullying or harassment

Possible signs of bullying or harassment can lead someone to:

- Become withdrawn, anxious or lacking in confidence
- Become Aggressive, disruptive or unreasonable
- Start bullying other
- Be frightened to say what is wrong

- Become distressed, stop eating
- Refuse to say what is wrong
- Be absent from training - giving bogus reasons for their absence
- Become attention seekers
- Give improbable excuses for any of the above

N.B. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and investigated.

What should we do about bullying and harassment?

The Ashton on Mersey SCITT will ensure the complaint is investigated promptly and objectively and taken seriously. The following aims and strategy will be adhered to when dealing with an issue around bullying and harassment.

Aims

- To ensure that each trainee feels safe and secure in the learning environment
- To promote the principle that all trainees have a fundamental right to be free from bullying and intimidation in all its forms
- To ensure that all reported cases of bullying are efficiently and effectively dealt with

Strategy

- To ensure that trainees are aware of procedures to follow if bullying occurs
- To pursue a 'no blame' approach if appropriate
- To ensure that cases of bullying are monitored and followed up as appropriate

Our aim is to ensure that all trainees feel secure and confident that they are able to work and to take full part in their teacher training, completely free from any fears of being bullied, threatened or intimidated in any way.

Procedures

1. All trainees will be made aware of the bullying and harassment policy.
2. All SCITT staff are likewise aware of the policy, and are alert for any signs that a trainee may be being bullied.
3. In our efforts to encourage trainees to inform us if they, or others, are being bullied we must be as receptive as possible to all such reports, however trivial they may at first appear. All SCITT staff must be vigilant and sympathetic to any situations which may indicate that a trainee is being bullied.
4. In all instances the course leader should investigate the complaint promptly and objectively and take the complaint seriously.
5. The strategy for dealing with any case of bullying or harassment will be at the discretion of the course leader, within the guidelines laid down in this policy.
6. The course leader should speak to both parties which are involved in the complaint, to establish what the problem is and how it should be resolved.
7. If the problem does persist, or if the course leader feels that the matter is so serious as to warrant alternative strategies, it should be referred to the Director of SCITT.

If any trainee feels that they have been the victim of abuse or harassment, they must complete the incident report form and give copies to the Course Leader.