

Anti Bullying Policy Statement

Petty Pool is committed to providing a supportive, friendly, safe and positive environment free from offensive behaviour, to help each student achieve their learning goals and get the most out of their experience of College and Petty Pool life.

Every student and young person should feel safe to learn and socialise and be safe from victimisation and discrimination at Petty Pool. Petty Pool values all of its students and young people equally, regardless of age, ability, race, gender, religion, or sexual orientation.

Bullying of any kind is not tolerated at The Petty Pool Trust. If it does occur, students/young people are urged to tell staff or other students what is happening and know that incidents will be dealt with promptly and effectively. All reported incidents will be taken seriously and investigated.

We encourage both those who are being bullied and those who are aware of bullying, to inform a member of staff.

Petty Pool Anti-Bullying Policy is widely distributed throughout the organisation and all staff are actively committed to it.

Purpose of document

This document is intended to inform staff and students on what Petty Pool views as bullying, the stance we take to eradicate bullying and how we will deal with any bullying incidents.

Who this policy applies to

This Policy applies to all students and visiting young people

Section 1 Responsibilities

The Chief Executive has overall responsibility for the implementation of this policy. The Director of Student services is responsible for raising awareness with staff and students

Responsibilities of Staff

Our staff will

- Support students to develop self esteem, self respect and respect for others
- Demonstrate by example the high standards of personal behaviour we expect of students
- Discuss bullying with students so people learn about the damage it can cause to someone who is being bullied and to the bully and the importance of letting people know
- Be alert to the signs of distress and possible indicators of bullying
- Listen to students who have been bullied, take what they say seriously and act to support and protect them
- Report suspected cases of bullying to the Director of Student Service or in her absence of member of the SMT
- Follow up any complaint by a parent/carer about bullying and report back promptly including any action undertaken
- Deal with any instances of bullying promptly and effectively in accordance with procedures

The responsibilities of students

We expect our students to

- Look out for each other and treat everyone with kindness and respect
- Not become involved in bullying – even if they are scared they may lose friends or be bullied
- Tell someone if they see or think that bullying is happening as soon as possible

All staff, volunteers, and visitors must follow this policy and seek guidance where required from SMT and raise any concerns they have, or concerns that a student has raised.

Staff and volunteers need to be fully aware of the requirements of this policy and to ensure all incidents are reported to the Director of Student Services and recorded correctly.

The responsibilities of parents and carers

We expect parents/carers to

- Inform Petty Pool of any incidents where students have been involved in bullying as soon as possible.
- Work in partnership with the College with any interventions