

# Anti-Bullying Policy

*For Students, their Families and their Teachers*

Autumn 2011



**EARL MORTIMER**  
C O L L E G E

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building achievement and  
excellence in our community

# EARL MORTIMER COLLEGE AND SIXTH FORM CENTRE

## A WHOLE COLLEGE POLICY ON ANTI-BULLYING

### Bullying

Bullying can be defined as repeated intimidation of a person, which is carried out by a more powerful person or group, in order to cause verbal, physical, or emotional hurt.

A person is being bullied when someone else, or a group of others, sets out to make him/her unhappy.

### A Policy On Bullying

Bullying is always wrong because of the hurt and distress it causes.

The Community of Earl Mortimer College does not accept or tolerate bullying; we will do all we can to prevent it from happening, and to deal with it when it does happen, recognising that the person being bullied, and the bully, need help.

### Strategies For Dealing With Bullying

Because bullying can only continue if there is conspiracy to keep it secret, ALWAYS tell someone in authority if you are being bullied, or if you see bullying going on. We listen to you and what you say will be taken seriously.

The action that will be taken is as follows:

- The person being bullied will be encouraged to talk about it with someone in authority whom he/she has chosen;
- With his/her agreement, those responsible will be interviewed. Selected parts of written statements from the victim may be shared so that the bully knows how the victim feels.
- Counselling of the bully/bullies will take place to recognise the unacceptable and antisocial nature of their behaviour and strategies to change it.
- Involvement and support of Parents/Carers is expected, in order to resolve the situation.
- The victim will be counselled to help to develop skills to combat such situations.
- Persistent bullies will be subject to the full disciplinary powers of the College. Incidents of bullying will be recorded on their file for a given period, after which they will be reviewed.
- The situation will be followed up as it seems necessary, to see how it has improved.

### Cyber-Mentors and Peer Support

The College has thirty professionally trained students who are Cyber Mentors. They give support to victims of bullying face-to-face or online using a secure messaging facility which is monitored by trained adults.

### Conclusion

We do not see bullying as an inevitable part of College life. No one should have to suffer bullying. **It is up to all of us** to take action when bullying happens, to us or to others.