

Anti Bullying Guidelines For Students

This guideline has been produced to advise Shockout Arts students on what they should do if they feel that they are being bullied by another student or a member of staff.

Definition of Bullying

- Repetition of behaviour which systematically undermines a person over a period of time
- An imbalance of power between the person in receipt of the bullying and the bully(s)
- Bullying is when one or more people physically, emotionally or psychologically hurt or cause harm to a person who is in a weaker position and so less able to defend themselves. Bullying usually happens over a period of time, and consists of a series of incidents.

Different types of bullying include:

- Physical - may include being attacked, hitting, kicking punching and other forms of unwanted physical contact
- Verbal - may include name-calling, verbal threats, being teased, or spreading rumours.
- Emotional/psychological - may include excluding from a group, humiliation.
- Racist - racial harassment is based on race, nationality or national origin. It includes racist jokes, insults, display of racially offensive material and abusive language.
- Sexual - sexual harassment is unwanted conduct of a sexual nature affecting the recipient's dignity. It may include physical contact, invasion of body space, suggestive remarks, unwanted comments on dress and appearance, jokes of a sexual nature or display of sexually offensive material.
- Homophobic - harassment may be against individuals or groups of people who are or are thought to be lesbian, gay or bisexual. Examples include offensive jokes, ridicule, anti-gay comments and stereotyping, verbal abuse, threats, derogatory comments or intrusive questioning about a person's domestic circumstances. Innuendo, gossip or failure to accept partners in appropriate circumstances may also constitute harassment.
- On grounds of disability or disfigurement - harassment may be based on the fact that a person has a physical or sensory impairment, learning difficulty or disfigurement. It includes offensive or patronising language, action or behaviour, jokes, or inappropriate comments and questions that cause offence to the individual concerned.

What you Should Do

1. If you feel that you are being bullied by another student or a member of staff. You should if you feel comfortable:

- a) Have a one to one conversation with the person that you feel is bullying you
or
 - b) if you do not feel comfortable having a one to one conversation ask a friend to be present during the conversation.
2. If the outcome has been positive after speaking with the person then you will not need to take any further action.
 3. If you do not feel comfortable speaking to the person direct then you should in the first instance speak with your Head of Year.