GREENE'S COLLEGE OXFORD

Anti-bullying Policy

This policy was adopted in August 2026.

This policy is due to be reviewed in August 2027.

The person responsible for the implementation of this policy is the College Principal.

It is the responsibility of the College's Governing Body to ensure that this policy is reviewed and updated annually.

Intent

Greene's is committed to providing a caring, friendly and safe environment for our students so they can study in a relaxed and secure atmosphere. Bullying of any kind is unacceptable and if it occurs or is suspected, all students should be able to report it and know that reported

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incidents will be dealt with promptly and effectively. *Anyone* who knows that bullying is happening is expected to tell a member of the Greene's staff. Greene's is committed to developing understanding aimed at preventing bullying from taking place.

What is Bullying?
Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online. Bullying can manifest itself in various forms, such as:

- Emotional: (being unfriendly, excluding, tormenting or threatening)
- Physical: (pushing, kicking, hitting, punching or any use of violence)
- Racist: (racial taunting, graffiti, gestures)
- Sexual: (unwanted physical contact or sexually abusive comments or sexually indecent messaging)
- HBT[1]: (because of, or focusing on the issue of, sexual orientation)
- Gender-based: (transphobia or prejudice on the grounds of gender identity or expression)
- Verbal: (name-calling, sarcasm, spreading rumours, disproportionate teasing)
- Cyber: (involving any area of the internet, e.g. email, 'group-chat' misuse, social media misuse, mobile threats by messaging & calls, misuse of associated technology, i.e. camera & video facilities)

Why is it important to prevent and respond to bullying?
No one deserves to be a victim of bullying and everybody has the right to be treated with respect. Within an educational setting especially, it is vitally important to recognise the injurious impact that bullying can have on academic and pastoral wellbeing of students and, by extension, the toll it can exact on relations and morale within the student body.

Students who bully need to learn different ways of behaving and the College acknowledges its responsibility to address any behavioral transgressions promptly, directly and fairly. At every stage, the best interests of the student, whether they are the victim or the instigator, must be at the centre of the decision-making process.

Objectives of this Policy
All those working for or connected with Greene's, whether full-time, part-time, employed or self-employed (e.g. staff, tutors, part-time workers, students, parents, guardians) should have an understanding of bullying and participate in its prevention in that:

- All those working for or connected with Greene's, should know

[1] HBT: Homophobic, biphobic and transphobic

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what Greene's policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what Greene's policy is on bullying, and what they should do if bullying arises.
- Greene's aims to prevent bullying through development of mutual respect, understanding and tolerance between all those working for or connected with Greene's.
- Greene's takes bullying seriously and it will not be tolerated. Students and parents should be assured that Greene's will investigate reported incidences of bullying and act appropriately.

Signs and behaviours of bullying

There may be signs and behaviours that someone is being bullied. Some of the most common to be aware of are listed below. The person being bullied:

- is frightened of walking to or from the college
- is frightened of using the student common room or other common areas
- does not want to travel by public transport and/or begs to be brought to the college
- changes their usual routine and/or begins to be unusually absent
- becomes withdrawn, anxious or lacking in confidence
- talks about suicide or running away
- cannot sleep - cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in their academic studies – becomes distracted
- has possessions which are damaged or 'go missing'
- has an unexplained need for money, and/or is continually 'losing' money
- becomes aggressive, disruptive or unreasonable
- is bullying other students or siblings
- stops eating
- is frightened to say what is wrong
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received
- gives improbable excuses for any of the above

These signs and behaviours should always be investigated. They could indicate other problems, although bullying should be considered as a possibility.

Procedure

1. Suspected bullying incidents must be recorded and reported immediately to the (Deputy) College Principal
2. We will investigate suspected bullying or threats of bullying and

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take measures quickly.
3. In serious cases, the Safeguarding Governor will be informed.
4. The alleged victim, the alleged perpetrator as well as potential witnesses will be interviewed separately.
5. In serious cases we will inform parents or guardians and invite them to discuss the problem.
6. An attempt will be made to help the bully (or bullies) change their behaviour.
7. In the case of repeated instances of bullying or in the gravest cases of bullying behaviour, the College may need to resort to the exclusion of the perpetrator, though this should only be used if all other reasonable options have been exhausted without success.

Support structures and responsibilities

Students who have a concern are welcome to approach any member of staff, but they will typically inform their Personal Tutor in the first instance. Where parents have concerns they should contact the Deputy Principal who will, if appropriate, involve other members of staff, the student's Personal Tutor, subject tutors, and/or the Safeguarding Governor.

We recognise the potentially sensitive nature of the information shared during such disclosures. The College will act in such a way as to offer the greatest level of privacy to those involved insofar as it is appropriate and consistent with the College's safeguarding and child protection duties. It is important for all parties to realise that confidentiality cannot be promised and that some instances may arise that necessitate the sharing of information with the appropriate authorities inside and outside of College.

The particular responsibilities of staff and students include:

1. All staff have a responsibility for nurturing a climate of mutual respect and tolerance.
2. The safeguarding team (Designated Safeguarding Lead and any deputies) are responsible for pastoral care in the College and are available to advise on anti-bullying and safeguarding procedures. The Deputy College Principal is responsible for developing strategies for the prevention of bullying, monitoring patterns of systematically unpleasant behaviour, and overseeing the deployment of sanctions as appropriate, and works closely with the Personal Tutors.
3. The Deputy College Principal is often available from 9.00 a.m. to 5.30 p.m., Monday-Friday, when students may usually see them without appointment. On occasion, when the Deputy College Principal is not available, students may book an appointment or may raise the matter with either the safeguarding team or their Personal Tutor

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4. All tutors must understand the Greene's anti-bullying and safeguarding procedures.
5. An understanding of the Anti-bullying Policy is part of the induction process for staff and the policy is available on Greene's Online and on the Greene's website.
6. The Student Committee plays an important role in the prevention of bullying and in helping to look after fellow students, providing reassurance and advice whilst also acting as an intermediary for any student concerns.
7. Students are expected to abide by the Greene's Anti-bullying charter for students and the Online Safety policy.
8. If required, senior management – including the Safeguarding Governor – are available to see students who have any bullying concerns.

Prevention

Greene's believes that prevention of bullying is the best strategy. We will use a range of methods to help prevent and/or control bullying. If appropriate these may include:

- Publicising the Greene's Anti-bullying charter for students
- Involving the Student Committee in spreading understanding about bullying and monitoring for early signs of possible bullying
- Asking students who are showing bullying tendencies to sign a behaviour contract and for their behaviour to be regularly monitored by their Personal Tutor
- Talking to students about issues of difference and the need for mutual respect and tolerance, in tutorials, through dedicated events or projects, or the Leadership programme

Outcomes

Greene's will always aim to rectify the bullying circumstances seeking for reconciliation between those involved. However, in serious cases, suspension or expulsion from Greene's will be considered and/or relevant authorities informed and involved.

In all cases, after the bullying incident, or bullying incidents, have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

In regularly reviewing this policy we also recognise and strive to implement current UK Government advice and guidance.

Greene's anti-bullying charter for students

1. Show good manners and courtesy to everyone at all times

2. Be considerate, look after one another – ask someone how they are feeling if you think they are not feeling well

3. If you think someone is not feeling well – tell the Academic Registrar

4. Care for everybody and everything.

5. Treat others as you would like to be treated.

6. Show respect for other people's differences and opinions.

7. Be tolerant of others but do not tolerate people being unkind to you – tell your Personal Tutor

8. Be inclusive at all times.

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