ANTI-BULLYING, RESPECT & BELONGING POLICY

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Version	v1.0
Effective from	1 September 2026
Applies to	All team members across Pinc College
Policy owner	Chief Student Experience Officer
Next review	Summer 2027

Introduction

Pinc College is committed to providing a holistic education of the highest quality. This policy is underpinned by the Pinc College Values, culture and methodology, which place the individual at the centre of everything we do.

Our College Values

Individual
"We celebrate everyone"

Inclusive
"We value and support everyone"

Innovative
"We believe in the power to change"

We foster a culture that is:

- Respectful
- Responsible
- Safe
- Kind

Our methodology recognises that every individual has unique strengths, experiences and needs, and that wellbeing is fundamental to learning, engagement and future success.

At Pinc College we celebrate individuality and recognise difference as a strength. We are committed to creating a community where every student feels they belong, is valued for who they are, and can participate safely and confidently in all aspects of College life.

Purpose of this Policy

The purpose of this policy is to ensure that all students can learn, participate and thrive within an environment that is free from bullying, harassment, victimisation and discrimination.

Pinc College believes that every student has the right to be treated with dignity, respect and kindness and to feel safe within all aspects of College life.

This policy sets out:

- Pinc College's commitment to preventing bullying.
- The responsibilities of students and Team Members.
- How concerns will be reported and responded to.
- The support available to students affected by bullying.
- How the College promotes positive relationships, inclusion and belonging.

Policy Intent and Scope

Pinc College promotes a culture of mutual respect, understanding and belonging where differences are valued and celebrated.

Bullying of any kind is unacceptable and will always be taken seriously.

The College recognises that bullying can have a significant impact on a student's emotional wellbeing, confidence, self-esteem, learning and overall College experience.

Pinc College is committed to:

- Preventing bullying through proactive education and positive relationships.
- Creating a culture where concerns can be raised safely.
- Responding quickly and appropriately when incidents occur.
- Supporting students who have experienced bullying.
- Working restoratively with students displaying bullying behaviours to reduce the likelihood of future incidents.
- Promoting equality, diversity, inclusion and belonging throughout College life.

This policy applies to:

- All students.
- All Team Members.
- Volunteers.
- Visitors.
- Activities taking place on campus.
- Educational visits and off-site activities.
- Online and digital interactions connected to College activities.

Legal and Regulatory Framework

This policy should be read alongside:

- Equality Act 2010
- Human Rights Act 1998
- Children and Families Act 2014
- SEND Code of Practice (2015)
- Working Together to Safeguard Children
- Keeping Children Safe in Education (where applicable)

This policy should also be read alongside:

- Support to Learn Policy
- Safeguarding Policy
- SEND Policy
- Equality, Diversity and Inclusion Policy
- Student Code of Conduct
- Online Safety Policy
- Compliments, Comments and Complaints Policy

Our Commitment

The safety and wellbeing of students and Team Members is of the utmost importance.

Pinc College adopts a preventative, restorative and trauma-informed approach to bullying.

We recognise that students with Special Educational Needs and Disabilities may be disproportionately vulnerable to bullying and may require additional support to understand social situations, identify bullying behaviours, communicate concerns or access support.

Student voice is central to our approach. All students will be listened to, supported and treated fairly.

Student Voice

Pinc College believes students are experts in their own experiences.

Students will be supported to express their views, feelings and concerns in ways that are meaningful and accessible to them.

Where concerns regarding bullying arise, student voice will be actively sought and considered when determining support, interventions and outcomes.

Students may be supported by a trusted Team Member, advocate, parent, carer or other appropriate person when sharing their views.

Accessibility

Pinc College will ensure that information about bullying, reporting concerns and accessing support is provided in ways that are accessible to students.

Reasonable adjustments, communication supports, visual tools, assistive technology and advocacy will be used where required to enable students to participate fully in reporting concerns and contributing to decision-making.

Prevention

Pinc College seeks to prevent bullying through:

- Positive and trusting relationships.
- Student voice activities.
- Equality, Diversity and Inclusion education.
- Tutorial and enrichment programmes.
- Restorative approaches.
- Team Member training.
- Promotion of respectful communication.
- Celebration of diversity and individuality.
- Early identification of concerns.
- Individual support planning.
- Consistent implementation of the Pinc Methodology.

Creating a culture of belonging is the most effective way to prevent bullying.

What Is Bullying?

Bullying is behaviour by an individual or group that intentionally hurts another person physically, emotionally or socially. Bullying is often repeated over time and may involve an imbalance of power.

Bullying can occur face-to-face, online or through indirect means.

Bullying can be related to:

- Disability or learning difference.
- Race or ethnicity.
- Religion or belief.
- Culture.
- Appearance.
- Health condition.
- Home circumstances.
- Gender.
- Gender identity.
- Sexual orientation.

- Additional learning needs.
- Any protected characteristic.

Understanding the Difference Between Conflict and Bullying

Pinc College recognises that disagreements and conflict can occur within relationships.

Conflict typically involves:

- Equal power between individuals.
- A disagreement or misunderstanding.
- A willingness to resolve the issue.
- Individuals feeling able to express their views.

Bullying typically involves:

- Intentional harm.
- Repeated behaviour.
- An imbalance of power.
- Ongoing impact on another person's wellbeing.

All concerns will be taken seriously and explored appropriately.

Types of Bullying

Emotional Bullying

- Deliberate exclusion.
- Humiliation.
- Intimidation.
- Threatening behaviour.
- Spreading rumours.
- Manipulation of friendships.

Physical Bullying

- Hitting.
- Kicking.
- Pushing.
- Pinching.

- Damage to belongings.
- Physical intimidation.

Verbal Bullying

- Name-calling.
- Mocking.
- Insults.
- Repeated teasing.
- Derogatory comments.

Cyber Bullying

Bullying through:

- Social media.
- Messaging applications.
- Text messages.
- Email.
- Images or videos.
- Gaming platforms.
- Online forums.

Prejudice-Based Bullying

Bullying linked to:

- Disability.
- Race.
- Religion.
- Culture.
- Sexual orientation.
- Gender identity.
- Any protected characteristic.

Online Safety and Cyber Bullying

Pinc College recognises that bullying may occur outside of campus hours through online communication and social media platforms.

Where online behaviour impacts the safety, wellbeing or educational experience of a student, the College may investigate and take appropriate action.

This may include:

- Offering support to affected students.
- Working with families and carers.
- Delivering online safety education.
- Reviewing risk and support plans.
- Following safeguarding procedures where necessary.

Students will be supported to develop safe, respectful and responsible online behaviours.

Hate Incidents

Incidents involving racism, disability discrimination, homophobia, biphobia, transphobia, religious intolerance or discrimination relating to any protected characteristic will be treated particularly seriously.

Such incidents may also meet safeguarding thresholds and will be managed in accordance with safeguarding procedures and the College's commitment to Equality, Diversity, Inclusion and Belonging.

Responsibilities

Governors

Responsible for:

- Monitoring implementation of this policy.
- Receiving reports relating to bullying incidents and outcomes.
- Ensuring effective governance and oversight.

Head of College

Responsible for:

- Monitoring implementation and effectiveness of this policy.
- Ensuring Team Members receive appropriate guidance and training.
- Reviewing incidents and outcomes.
- Reporting relevant information to Governors.
- Ensuring effective communication with families and carers.

Head of Programmes

Responsible for:

- Acting as the first point of contact for reported concerns.
- Ensuring concerns are investigated appropriately.
- Determining whether incidents require safeguarding intervention.
- Maintaining oversight of records and outcomes.
- Liaising with external agencies where required.

Campus Teams

Responsible for:

- Promoting respectful relationships.
- Remaining vigilant for signs of bullying.
- Recording concerns promptly.
- Supporting students appropriately.
- Implementing restorative and preventative approaches.

Students

Students are encouraged to:

- Treat others with respect and kindness.
- Report concerns about bullying.
- Support others to seek help.
- Participate positively in restorative processes when appropriate.

Reporting Concerns

Students, Team Members, families, carers and visitors are encouraged to report concerns as soon as possible.

Concerns may be raised with:

- A Campus Team Member.
- The Head of Programmes.
- The Assistant Head of Programmes.
- The Head of College.

All concerns will be:

- Taken seriously.
- Investigated promptly.

- Recorded appropriately.
- Managed sensitively.
- Handled confidentially wherever possible.

Responding to Concerns

When concerns are raised, the College will:

- Listen to all individuals involved.
- Gather and review information.
- Consider the experiences and wishes of the student affected.
- Assess any safeguarding concerns.
- Determine appropriate support and intervention.

Where bullying is identified, the College will:

- Intervene promptly.
- Put support in place.
- Work to stop the behaviour.
- Monitor future interactions.
- Maintain communication with families and carers where appropriate.

The College recognises that some students displaying bullying behaviours may themselves have experienced trauma, discrimination, exclusion or adversity. While bullying behaviour will never be accepted, responses will seek to understand underlying needs, teach alternative behaviours and repair relationships wherever possible whilst maintaining the safety and wellbeing of others.

Any response will consider individual circumstances, communication needs and potential unmet needs while prioritising the wellbeing of everyone involved.

Restorative Approaches

Pinc College promotes restorative approaches that seek to:

- Repair relationships.
- Build understanding.
- Develop empathy.
- Promote accountability.
- Restore trust.
- Reduce the likelihood of repeated incidents.

Restorative approaches will only be used where all individuals feel safe and supported to participate.

Where restorative approaches are not appropriate, alternative support and safeguarding measures will be implemented.

Recording and Monitoring

All concerns and incidents must be recorded using College recording systems.

Records should include:

- Description of the concern.
- Individuals involved.
- Student voice.
- Actions taken.
- Support provided.
- Outcome.
- Follow-up arrangements.

The Head of Programmes will monitor incidents to identify patterns, emerging concerns and opportunities for preventative action.

Bullying incidents will be reviewed as part of safeguarding, wellbeing and quality assurance processes.

Strategies and Support

Pinc College will utilise a range of preventative and supportive approaches, including:

- Restorative conversations.
- Mediation where appropriate.
- Support to Learn processes.
- Emotional wellbeing support.
- Student support planning.
- Direct teaching of relationships and respectful behaviours.
- Peer support opportunities.
- Work with families and carers.
- Multi-agency involvement where appropriate.

Where bullying behaviour appears linked to unmet needs, communication differences or wellbeing concerns, appropriate support planning will be implemented alongside measures to prevent recurrence.

Where criminal behaviour is suspected or identified, the Police may be informed.

Signs That a Student May Be Experiencing Bullying

Possible indicators may include:

- Changes in attendance.
- Withdrawal from activities.
- Increased anxiety or distress.
- Reduced confidence.
- Changes in relationships.
- Avoidance of specific people or environments.
- Increased dysregulation.
- Reduced engagement in learning.
- Sudden changes in presentation, communication or behaviour.

These indicators do not necessarily mean bullying is occurring but should prompt exploration, discussion and support.

Monitoring and Review

The effectiveness of this policy will be monitored through:

- Student feedback.
- Family and carer feedback.
- Safeguarding records.
- Bullying incident records.
- Student wellbeing information.
- Equality and inclusion monitoring.
- Team reflection and quality assurance processes.

The College will monitor incidents by theme and protected characteristic to identify trends, address inequalities and inform preventative strategies.

Findings will inform continuous improvement in practice, training and student support.

This policy will be reviewed every two years or sooner if legislative, regulatory or organisational changes require earlier review.

Related Policies and Procedures

- Support to Learn Policy

- Safeguarding Policy
- SEND Policy
- Equality, Diversity and Inclusion Policy
- Student Code of Conduct
- Online Safety Policy
- Compliments, Comments and Complaints Policy
- Health and Safety Policy
- Whistleblowing Policy