

# CAPA College

## Anti-bullying strategy

At CAPA College, we believe that no one should ever be subjected to bullying. We acknowledge that bullying can take on many forms, in many physical and cyber locations and strive to do all that we can to prevent it and act swiftly and effectively when incidents may occur.

### Preventing Bullying

We believe in a whole-college, proactive approach to preventing bullying. Some of the strategies that we have implemented are:

**Our RESPECT agenda:** This runs through every part of CAPA College and informs everything that we do (lesson content, trips that we go on, external artists and speakers etc etc) It is reinforced at every available opportunity that we must respect one another in an very tough industry and in the wider world.

**CONNECT and REFLECT tutorials:** In Connect tutorials students *connect* with issues in the world around them. The Reflect tutorials give students the opportunity to *reflect* individually and examine their own behaviours. We hope that this encourages students to reflect on their own thoughts and behaviours and strive to be kind and respectful people.

**Student leaders:** We have two student leaders from every pathway who set the anti-bullying example. They meet the first year students during enrollment in order to re-enforce our culture of anti-bullying and set the precedent for their CAPA College journey.

**Strict ICT policies:** We use our devices in lessons but there are strict guidelines to this to prevent cases of online bullying within college. All students and staff have signed to agree to expectations of appropriate use of ICT.

**A culture of warmth, care and support:** At CAPA College, students and staff greet each other on the corridors, are smiley and approachable. It could be argued that a stereotypical performing arts college is "bitchy" and "competitive" but that's not what we want here. Students support one another in their successes and failures.

**Staff training:** Behind the scenes staff receive regular training on preventing and tackling cases of bullying.

# Addressing Bullying

We hope that we don't have many cases of bullying at CAPA College. But if we did we want students, parents and staff to know: how to report it, how you will be supported and what happens next

## Reporting cases of bullying

### As a student:

At CAPA College we try to promote a culture of seeking support

- We have a clear procedure for accessing support during the college day. Kate and Lily are available on reception all day to signpost students to the best place for support (not just for bullying!)
- Thursday 121s with tutors. There isn't enough time to get through everyone every Thursday, but tutors will always make time to speak to you if you request a 121!
- Pastoral support request button on Myday. If speaking to someone feels too difficult then this can be completed online at any time and a member of staff will have a 121 to you
- Dedicated Student Welfare Officer – It's Emily's full-time job to look after the welfare of students.

This means that between Kate and Lily on reception, your tutor, pathway leader, Emily or DSLs there is **always** someone to talk to.

### As a parent:

Phone CAPA College reception. Tell the person who answers a little bit of information about what you would like to report. They will then ask either your child's form tutor or a DSL to phone you back when they are available (once shared with the relevant member of staff this information will be kept confidential)

Your child's form tutor or a DSL will phone you back when they become available. Please be aware that most members of staff have a full teaching timetable so please state if this is an urgent matter.

### As a member of staff:

If a staff member suspects an incident of bullying they must follow our safeguarding policy. This states that:

- They must consider the proximity between the victim and the perpetrator and take any suitable action
- Make a record on CPOMS within 10 minutes of the incident

# Investigating Cases of Bullying

## How the college investigates incidents of bullying

### We will:

- Listen to all parties and witnesses to any cases of bullying
- Take statements from all parties if this is deemed necessary
- Look at any supporting evidence (in cases of sexual bullying we will not view any explicit images in line with our safeguarding policy)

### How we record, analyze and monitor incidents of bullying:

- All incidents of bullying, and subsequent actions, will be recorded on CPOMS
- The relevant members of staff will be alerted in order to take swift action
- These will be reviewed at safeguarding meetings and reported to governors

### Sanction Procedures:

Please refer to the behavior policy for information on sanctions.

## Supporting those who are vulnerable to bullying

We recognize that some students are particularly vulnerable to bullying and / or may have experienced bullying in the past. We support these students by:

- Having a culture of seeking support
- Signposting students to other external modes of support
- Having an LGBTQIA+ student pastoral takeover on the last Friday of every half term
- Using the student pastoral takeover to support other marginalized groups
- Speaking openly about bullying and the impact of bullying in tutorials