



O X F O R D
I N T E R N A T I O N A L
C O L L E G E

Anti-Bullying Policy

Our College community is founded upon principles of tolerance and mutual respect, in order to provide a caring, friendly and safe environment for all our students so they can learn in a relaxed and secure atmosphere.

Behaviour such as bullying and intolerance that is deliberately hurtful towards another member of the college is considered unacceptable. All members of the College, both students and staff, are expected to express their disapproval of such behaviour and to take action against it if ever it is encountered.

Definition of Bullying

Any behaviour which is the illegitimate use of power to hurt others is bullying. Bullying may be overt or covert, short or long-term, and includes, among other forms, actions such as

- Emotional – being unfriendly, excluding tormenting (e.g. Hiding books, threatening gestures, “borrowing” property)
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on the issue of sexuality
- Verbal – name- calling, sarcasm, spreading rumours, teasing

Procedure

1. Report the incident/s to staff
 - a. Students are advised in the Student Handbook to inform their Personal Tutor or ANY member of staff
 - b. Tutors should attempt first to inform the Senior Tutor or failing that, ANY member of staff
2. In cases of serious bullying, the incident/s will be recorded
 - a. The member of staff to whom the bullying is reported will make a judgment as to whether to escalate the matter to the Director of Studies, Academic Principal or COO.
 - b. The Director of Studies, Academic Principal or COO will make a judgment as to how to proceed.
3. In serious cases parents will be informed (usually by the Academic Principal) and invited in to discuss the problem
4. If appropriate the police will be consulted



5. The bullying behaviour or threat of bullying must be investigated and stopped quickly
6. An attempt will be made to help the bully (bullies) to change their behaviour

Outcomes

1. The bully (bullies) will be asked to apologise
2. In serious cases suspension of tuition or even expulsion from the college will be considered
3. If possible, the pupils will be reconciled
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

Bullying in any form will not be tolerated

Anyone who is aware of bullying must report it. To remain silent, giving in to the bully (bullies) is not acceptable.