



# LEICESTER TIGERS Foundation

## Anti-Bullying Policy

### 1.0 Aim

We are committed to providing a caring, supportive, and disciplined environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at The Leicester Tigers Foundation (Foundation). If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING centre. This means that anyone who knows that bullying is happening is expected to tell the staff. The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring, and safe environment, without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. We strive to meet the following Ofsted criteria through continual improvement, consultation, and education around bullying, conflict resolution and by celebrating diversity.

### 2.0 Ofsted Judgements with Particular Reference to Bullying

In an 'Outstanding' school:

- “Instances of bullying, including cyber bullying and prejudice-based bullying related to special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability, are extremely rare.”
- “Students are acutely aware of different forms of bullying and actively try to prevent it from occurring.”
- “The school has an active and highly effective approach to identifying and tackling bullying.”
- “All groups of students feel safe at school at all times.”

### 3.0 Statutory Duties of Colleges/Schools

a) Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents, and students.

b) Under the Education Inspections Bill 2006, the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so.

c) Colleges/schools also have a duty to “safeguard and promote the welfare of students” (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address the bullying of staff by students (“Safe to learn” DCSF 2007). The Foundation will look to manage and run their programmes to this School Standard.

### 4.0 Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who bully need to learn different ways of behaving. The Foundation and similar organisations have a responsibility to respond promptly and effectively to issues of bullying.



# LEICESTER TIGERS

## Foundation

### 5.0 Definition of Bullying

Bullying falls into 4 categories:

1. **Verbal** – behaviours such as name calling, threats, sexual harassment, racist, sexist, homophobic or other discriminatory words or remarks, insults or put-downs about someone's appearance, culture, ability, identity, or perceived identity.
2. **Emotional** – behaviours that hurt people's feelings, such as taunting, staring, intimidating, spreading hurtful rumours and excluding people from groups.
3. **Physical** – behaviours such as kicking, hitting, pushing, inappropriate touching, invading personal space, spitting, throwing things or damaging personal property.
4. **Cyber bullying** – behaviours as above but via internet, texts, forwarding or posting pictures or videos, forums or bulletin boards, instant messaging and chat services on mobile devices, social networking sites, setting up fake pages or accounts, hacking, resetting or using passwords inappropriately, bullying through online multiplayer games or other means of electronic communication.

Discrimination, unequal treatment, or prejudice-based bullying toward any member of the college community will not be tolerated. This includes behaviours directed at members of the college community based on their actual or perceived race, gender, sexuality, gender identity, ethnicity, religion, culture, class, asylum status, ability, appearance, or other aspect of their identity. Bullying and discrimination can occur between or among any members of the college community, including students, staff, parents, visitors, and the wider community. Bullying is a subjective experience and can take many forms and individuals have different experiences. However, bullying usually:

- Is repetitive, deliberate, or persistent
- Is intentionally harmful whether carried out by an individual or group
- Has an imbalance of power, so leaving the person who is bullied feeling defenceless
- Causes hurt or harm to an individual

*Some 'one-off' incidents can be bullying if the threat or impact remains for the victim – if the victim fears the incident or further bullying could happen again.*

### 6.0 Identifying and Reporting Concerns about Bullying

- a) All concerns about bullying will be treated as safeguarding issues and must be reported to the Designated Safeguarding Lead (DSL) immediately in line with KCSIE guidelines.
- b) Students who are being bullied will often feel scared and not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, faking illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lack of concentration and/or truanting from college.
- c) Foundation staff have been surveyed to indicate whether they are able to respond to the signs of bullying and discrimination and will act promptly and firmly to investigate or respond in accordance with this policy. Regular training on bullying, including its impact on mental health and online safety, will be provided to all staff.
- d) Students who bully others also need support to help them understand and change their behaviour. Students who are aware of bullying (bystanders) can be a powerful force in helping to address it and will be encouraged to do so through targeted lessons in the PSHE curriculum.



# LEICESTER TIGERS

## Foundation

e) All students are encouraged to report bullying and every student has been surveyed to determine their own thoughts and experiences regarding bullying.

### 7.0 Responding to Reports of Bullying

The Foundation will take the following steps when dealing with concerns about bullying: a) If bullying is suspected or reported, it will be investigated by the Foundation promptly through staff or the Foundation Manager.

b) A clear account of the concern will be obtained by staff and will be recorded. If the member of staff feels this is a child protection matter, it MUST be passed directly to one of the Designated Safeguarding Persons.

c) Students and everyone involved will be interviewed and asked to write an account of the event. This will be held in line with the Foundation's data protection policy/practice.

d) Other key staff will be kept informed of the incident and possible strategies/ measures that need to be taken. Parents/carers may be informed depending on the outcome of the investigation.

e) Where bullying occurs outside the Foundation, any other relevant college/school or agency (e.g., neighbouring colleges/schools, social care, and the police) will be informed about the concerns.

f) Incident statistics about numbers, patterns, and recurrences will be monitored and reported to the Manager and Trustees of Foundation.

g) Confiscation of inappropriate items

**What the law allows:** There are two sets of legal provisions which enable Foundation staff to confiscate items from students:

1. The general power to discipline enables a member of staff to confiscate, retain or dispose of a student's property as a punishment and protects them from liability for damage to, or loss of, any confiscated items. The legislation does not describe what must be done with the confiscated item and the Foundation's behaviour policy may set this out; and
2. Power to search without consent for "prohibited items" including:
  - Knives and weapons
  - Alcohol
  - Illegal drugs
  - Stolen items
  - Tobacco and cigarette papers
  - Fireworks
  - Pornographic images

h) This policy will be reviewed annually in consultation with all members of the Foundation and wider community.

### Students

Students who have been involved in bullying will be supported by: a) Offering an immediate opportunity to discuss the experience with a member of staff.

b) Providing reassurance that the bullying will be addressed.

c) Offering support in one-to-one sessions with Managers as appropriate, or desired, and a follow-up meeting 2 weeks after the incident to discuss outcomes.



# LEICESTER TIGERS

## Foundation

d) The use of specialist interventions and/or referrals to other agencies (e.g., educational psychology) where appropriate.

Students who have bullied will be helped by: a) Discussing what happened  
b) Discovering why the student became involved  
c) Establishing the wrongdoing and need to change  
d) Informing parents to help change the attitude of the student  
e) Group work (for example - Boys Group)  
f) The use of specialist interventions and/or referrals to other agencies where appropriate

The following disciplinary steps may be taken toward perpetrators of bullying: a) Official warnings to cease offending (Parental/carer involvement)

b) Exclusion from certain areas of school premises at certain times  
c) Exclusion from enrichment or extra-curricular activities  
d) Loss of free time (breaks and lunch)  
e) Access to computer systems will be withdrawn  
f) Internal Exclusion (ICE)  
g) Fixed-Term Exclusion  
h) Permanent Exclusion

### **Parent/Carer**

a) The Foundation will work closely with parents/carers to resolve any bullying issues.  
b) Parents/carers are expected to approach bullying as a serious matter that must be dealt with calmly and swiftly.  
c) Parents/carers will be expected to support the use of/referral to outside agencies if required.  
d) Parents/carers will be expected to support any sanctions and implement them at home if required (stopping use of computer etc.).  
e) Most concerns raised will be addressed via a discussion and recorded via a complaints process if needed.

### **Cyberbullying**

a) The Foundation has a specific strategy and action plan for cyberbullying incidents which includes the following measures:

- Educating students and parents on e-safety
- Monitoring and updating policies regularly to address emerging technologies
- Implementing measures to track and manage online bullying
- Providing support for victims of cyberbullying, including mental health resources

b) Students and staff will be regularly updated on the importance of e-safety and how to handle cyberbullying incidents.

### **Training and Support for Staff**

a) All staff members will receive regular training on identifying, preventing, and responding to bullying, including understanding its impact on mental health and online safety.  
b) Support will be provided to staff who experience bullying or harassment from students, in accordance with the Foundation's safeguarding and support policies.



# LEICESTER TIGERS

## Foundation

### **Inclusion and Diversity**

- a) The Foundation will promote an inclusive environment by celebrating diversity and fostering understanding through curriculum activities, workshops, and events.
- b) Lessons on cultural competency and respect for diversity will be integrated into the curriculum.

### **Student Voice and Involvement**

- a) Students will be actively involved in the development and review of anti-bullying strategies through councils, focus groups, and surveys.
- b) Peer mentoring and buddy systems will be implemented to provide support and address bullying issues among students.

### **Data Protection and Privacy**

- a) Sensitive information regarding bullying incidents will be handled with confidentiality and in line with GDPR and data protection laws.
- b) Records of bullying incidents will be securely stored and only shared with relevant parties on a need-to-know basis.

### **Review and Monitoring**

- a) The anti-bullying policy will be reviewed annually, incorporating data on bullying incidents and feedback from students, staff, and parents.
- b) The review process will ensure that the policy remains effective and up-to-date.

### **Communication and Parental Involvement**

- a) The Foundation will maintain transparent communication with parents/guardians about bullying incidents and actions taken.
- b) Regular updates on anti-bullying initiatives and outcomes will be provided to parents and guardians.

### **Help and Advice**

CEOP Child Exploitation and online protection centre (0)870 000 3344  
Child-Line 0800 1111 or speak to a counsellor online through a 1-2-1 chat  
[www.childline.org.uk](http://www.childline.org.uk)

The Anti-Bullying Alliance [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk), [www.antibullying.net](http://www.antibullying.net),  
[www.bullying.co.uk](http://www.bullying.co.uk), Parent Line 0808 800 2222, [www.kidscape.org.uk](http://www.kidscape.org.uk),

**Policy reviewed in September 24. Next review Sep 25**