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. 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.

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 messing and chat services on mobile devices, social networking sites, setting up fake pages or accounts, hacking re-setting or using passwords inappropriately, bullying through online multiplayer games or games console interactive gaming headsets 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 above 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 taken seriously and investigated thoroughly through Foundation reporting procedures.

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.

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 PSCHE

curriculum.

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 in which case 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 - Last reviewed November 2020

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.

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 wrong doing 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 maybe taken toward perpetrators of bullying:-

a) Official warnings to cease offending (Parental/carer involvement)

c) Exclusion from certain areas of school premises at certain times

d) Exclusion from enrichment or extra-curricular activities

e) Loss of free time (breaks and lunch)

f) Access to computer systems will be withdrawn

g) Internal Exclusion (ICE)

h) Fixed-Term Exclusion

i) 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 about bullying will be resolved through discussion between home and the Foundation. However, where a parent/carer feels their concerns have not been resolved, they are encouraged to contact Foundation immediately for further intervention.

8.0 Bullying out of the Foundation environment

a) Teachers have a statutory power to discipline pupils for misbehaving outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers a specific statutory power to regulate pupils' behaviour in these circumstances "to such extent as is reasonable." The Foundation will adopt this principle and work with Students Teachers & Carers where identified incidents of bullying come to Foundation staff and volunteers notice.

b) This can relate to any bullying incidents occurring anywhere off the Foundation's premises and at any time, such as on public transport, outside the local shops, or in a town or village centre. This includes all four types of bullying outlined at the start of this policy document, with specific attention drawn to cyber bullying, which, by its nature can take place when students are away from the Foundation site and even from each other.

c) The Foundation may also contact all families involved, outside agencies and where necessary, the police.

d) Parents/carers will be asked to work with Foundation in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone or providing other consistent sanctions at home as appropriate.

Preventative measures

Foundation will:-

a) Raise awareness of the nature of bullying through inclusion in PSHCE, informal discussion, as appropriate, in an attempt to eradicate such behaviour.

b) Participate in national and local initiatives such as Anti-bullying Week

c) Conduct student surveys and analysis of their perceptions of bullying

d) Hand out cards for all students with key advice and contacts when faced with issues at the Foundation

e) Encourage students to use a dedicated web address

f) Give vulnerable students key workers to turn to with concerns

g) Show a variety of ways students can get help through hand outs and discussion.

h) Acknowledge and praise students that are acting in a polite and courteous way

i) Highlight in communications with parents how to protect students on the internet

9.0 Additional notes on cyber bullying
Definition
'The sending or circulating of harmful or cruel text or images, using the Internet or other digital communication devices'
Types of cyber bullying:-
Text message bullying involves sending unwelcome texts that are threatening or cause discomfort.

Picture/video-clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually being sent to other people. "Happy slapping" involves filming and sharing physical attacks.

Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified.

Email bullying uses email to send bullying or threatening messages, often using a pseudonym for anonymity, or using someone else's name to pin the blame on them.

Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.

Bullying through instant messaging (IM) is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online (i.e. MSN, Facebook, BBM, Twitter.)

Bullying via websites and social networking sites includes the use of defamatory blogs (web logs), personal websites, web forums, bulletin boards and online personal polling sites such as Facebook, Twitter, ASK.fm and others. The latest advances in technology unfortunately can provide new opportunities for cyber bullying. These will be monitored by college staff.

Responding to reports of cyber bullying

The Foundation will investigate allegations of cyber bullying in accordance with the Anti-Bullying Policy. In addition any evidence will be collected (texts, printout, screenshots, etc.) from the victim.
Parents will be advised of e-Safety practices and students may be sanctioned in line with student e-Safety agreement in their planners. In serious cases college may inform the police or service providers.
In all instances of bullying the victim has the choice to involve the police.
What can you do as a parent/carer?
a) Don't wait for something to happen before you act. Make sure your child understands how to use these technologies safely and knows about the risks and consequences of misusing them.

b) Make sure they know what to do if they or someone they know are being cyber bullied.

c) Encourage your child to talk to you if they have any problems with cyber bullying. If they do have a problem, contact the Foundation.

d) Parental control software can limit who your child sends emails to and who he or she receives them from. It can also block access to some chat rooms.

e) Moderated chat rooms are supervised by trained adults. Your ISP will tell you whether they provide moderated chat services.

f) Make it your business to know what your child is doing online and who your child's online friends are.

g) It is important that parents and carers ensure that their children are engaged in safe and responsible online behaviour.

Some suggestions for parents to stay involved are:-
a) Keep the computer in a public place in the house. Periodically check on what your child is doing.

b) Discuss the kinds of internet activities your child enjoys.

c) Use the internet together sometimes and discuss what you view.

d) Model safe and healthy internet behavior.

e) Make sure you and your child follow the rules of social networking sites, for example you must be over 13 years old to use Facebook.

f) Be up front with your child that you will periodically investigate the files on the computer, the browser history files, and your child's public online activities.

g) Search for your child's name online, look at his or her profiles and postings on teen community sites, review web pages or blogs.

h) Tell your child that you may review his or her private communication activities if you have reason to believe you will find unsafe or irresponsible behaviour.

i) Watch out for secretive behaviour as you approach the computer, such as rapidly switching screens, and for attempts to hide online behaviour, such as an empty history file.

j) Aim to be approachable and open when discussing safe internet use

What can you do as a student?
a) If you are being cyber bullied, remember bullying is never your fault. It can be stopped and it can usually be traced.

b) Don't ignore the bullying. Tell someone you trust, such as a teacher or parent, or call an advice line.

c) Try to keep calm. If you are frightened, try to show it as little as possible. Don't get angry, it will only make the person bullying you more likely to continue.

Text/Video Messaging

a) You can turn off incoming messages, push emails, uninstall or disable certain apps for a few hours, or a couple of days to cool off or while an incident is being investigated.

b) If bullying persists you can have a number barred or change your phone number (ask your Mobile service provider).

c) Do not reply to abusive or worrying text or video messages - your mobile service provider will have a number for you to ring or text to report phone bullying. Visit their website for details.

d) Do not click links to online content if you do not know or trust the sender.

Email

a) Never reply to unpleasant or unwanted emails.

b) Don't accept emails or open files from people you do not know.

Web

a) If the bullying is on the college website, tell a teacher or parent, just as you would if the bullying was face-to-face.

Chat Room & Instant Messaging

a) Never give out your name, address, phone number, college name or password online. It's a good idea to use a nickname. Do not give out photos of yourself either unless you are willing to have these photographs shared with strangers

b) Do not accept communications or open files from people you do not know.

c) Remember it might not just be people your own age in a chat room.

d) Stick to public areas in chat rooms and get out if you feel uncomfortable.

e) Tell your parents or carers if you feel uncomfortable or worried about anything that happens in a chat room.

f) Think carefully about what you write – don't leave yourself open to bullying.

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
The Anti-Bullying Alliance www.anti-bullyingalliance.org.uk, www.antibullying.net, www.bullying.co.uk, Parent Line 0808 800 2222, www.kidscape.org.uk,

Date policy written/amended	Amended/written by	Authorised by	Next review due
Nov 2020	Scott Clarke	Chris Rose	July 2021
Sep 2021	Sam Swift	Scott Clarke	Sep 2022
Jan 23	Tilly Higgs	Sam Swift	Jan 24