

BULLYING, ABUSIVE BEHAVIOUR, HARASSMENT & VICTIMISATION POLICY

Aim:

We believe that the dignity of all students and staff must be respected. Staff and students should be courteous and considerate towards one another and the school environment should be welcoming to all.

All those working or studying here have a responsibility to establish and maintain an environment free from bullying and harassment. All forms of harassment or bullying are unacceptable. Every student and member of staff is considered to be responsible for their own behaviour and for the impact it has on others.

The health, safety and welfare of all students in the school is one of LanguageUK highest priorities. LanguageUK is committed to providing a safe, welcoming environment for all students and staff and will not tolerate any form of harassment or abusive or extremist behaviour. Students are expected to respect our core values, which include mutual respect, tolerance of differences, individual liberty, the rule of law and democracy.

The purpose of this document is to ensure that:

All students understand the meaning and nature of bullying, harassment and victimisation.

All members of staff know what the LanguageUK policy is on bullying, harassment and victimisation of students and follow set procedures when it is reported.

All students know what the school policy is and what they should do if an issue arises.

LanguageUK takes all allegations of bullying or harassment very seriously, and students should be assured they will be supported if they report any incidents.

LanguageUK will

- take a preventive approach to protecting students from potential harassment and bullying, aiming to ensure that all members of the LanguageUK community feel valued through awareness.
- LanguageUK will take all appropriate actions to address a students' concerns about harassment or bullying. We support individuals who report incidents and ensure they are clear about the steps they should take.

What is bullying?

Bullying is unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Both those who are bullied and who bully others may have serious, lasting problems.

Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally and excluding someone from a group on purpose. Bullying can occur between fellow students or between staff and students, staff and staff, staff and clients/hosts and agents.

Bullying and Abusive Behaviour may be

- Physical – pushing, kicking, hitting, pinching or any use of violence.
- Verbal – name-calling, sarcasm, teasing, insulting, making threats, spreading rumours, making comments which are racist, sexist or homophobic or which focus on disabilities or religious or cultural differences.
- Emotional – being unfriendly, excluding, tormenting, graffiti, gestures.
- Sexual – unwanted physical contact or comments of a sexual, sexist or homophobic nature.

- Electronic or cyber-bullying – which makes use of electronic forms of communication, such as text messaging, chat rooms, emails, or posting offensive materials on the internet.

The following are not tolerated at LanguageUK

- Bullying of any kind (physical or verbal).
- Racism (of other nationalities, cultures or religions) and / or other forms of intolerance including but not limited to sexism and homophobia.
- Excessive and / or loud swearing.
- Sexual harassment of any kind.
- Aggressive behaviour towards staff, students or visitors (e.g. shouting at other students inappropriately, kicking furniture).
- Violence or threats of violence towards staff, students or visitors.
- Theft (stealing other people's property or LanguageUK property).
- Vandalism of the school's or another person's property (e.g. deliberately breaking or damaging school furniture, computers, graffiti etc).
- The viewing or reading of extremist material, either online or in any other form.
- Any illegal activity.
- Activities which contradict core British values, in accordance with the government's Prevent policy.

Prevention of bullying

LanguageUK aims to prevent bullying by:

- Promoting an environment where bullying is acknowledged and in which 'telling' is safe and acceptable.
- Building students' confidence by valuing them as individuals.
- Making students aware of expected and unacceptable standards of behaviour.
- Welcoming diversity.
- Expecting all staff to be positive role models to students.
- Being vigilant to signs of unhappiness, distress or change in character of students.
- Displaying anti-bullying posters in all school buildings.
- Making it clear to students who they can speak to in the event that they are the victim of bullying.

Victimisation

This policy gives all LanguageUK staff and students the right to make a complaint if they feel that they, or someone else, is being bullied or harassed. If a person is mistreated because they have made, or are likely to make, a complaint, or have supported someone else in making such a complaint, this will be treated as victimisation.

What happens if I am being bullied or know someone who is?

- Bullying or threats of bullying must be investigated and quickly stopped. Please report any incidents to the Designated Safety Leader/Person or to Welfare Officer. Please do not feel alone. We will help you with your problem sensitively and professionally.
- In serious cases of bullying, the incidents will be reported to the School Director and group leaders and, in extreme cases, the police will be called.
- LanguageUK and the student leaders will inform the parents if a student is U18.

- An attempt will be made to help the bully or bullies change their behaviour.
- LanguageUK will keep a log and file on all cases.
- Accurate records are kept regarding all welfare issues. Any disclosure of abuse from a student or another member of staff will be recorded in writing. This will cover:
 - Student and staff details.
 - Reason for the concern.
 - Any apparent physical signs of abuse.
 - An account given to the member of staff of abuse by the student concerned, as accurately as they can record it.
- Dates and times of incidents and of when notes were made.

Please note in serious cases of bullying and victimisation students may be excluded from the school.

Any incidents involving staff will be handled in accordance with LanguageUK's disciplinary procedure.

Juniors on the Faversham site must not only follow this policy but also the policy of the Abbey School.

Please have this as a link

<http://www.abbeyschoolfaversham.co.uk/info/statutory-key-policies>

Policy October 2015

Reviewed October 2016

Next review October 2017

Reviewed September 2017

Next review September 2018

Reviewed October 2018

Next review October 2019