

JUNIOR BULLYING POLICY 2020/2021

Bullying, Abusive Behaviour, Harassment Extremist behaviour & Victimisation:

LanguageUK is committed to providing a safe, welcoming environment for all students and staff and will not tolerate any form of harassment and abusive or extremist behaviour. Students are expected to respect the core British values of 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, extremist 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.

As this policy shows, we take all allegations of bullying or harassment very seriously at LanguageUK, 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.
- The health, safety and welfare of all students in the school is one of LanguageUK highest priorities.

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;
- Activities which contradict core British values, in accordance with the government's Prevent policy;
- Any kind of swearing;
- Sexual harassment of any kind;
- Aggressive behaviour towards staff, students or visitors (e.g. shouting at other students inappropriately, kicking furniture);
- Theft (stealing other people's property or property belonging to the Abbey school or the Homestay host.
- Vandalism (e.g. deliberately breaking school furniture, computers, graffiti etc);
- The viewing or reading of extremist material, either online or in any other form;
- Any illegal activity.

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.

- Racist – racial taunts, graffiti, gestures.
- 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.

Why it is 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.

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 a positive role model to students.
- Being vigilant to signs of unhappiness, distress or change in character of students ensuring adequate supervision of students.
- Being an associate member of the Anti-Bullying Alliance.
- Displaying anti-bullying posters in all school buildings
- Making clear to students who they can speak to if 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?

1. Bullying or threats of bullying must be investigated and quickly stopped. Please report any incidents to the teacher, Group leader or the Welfare Officer. Please do not feel alone. We will help all students with the problem sensitively and professionally.
2. In serious cases of bullying, the incidents will be reported to the School Director and Manager and, in extreme cases, the police will be called.
3. LanguageUK and the group leaders inform the parents of under-18 students.
4. An attempt will be made to help the bully or bullies change their behaviour.
5. LanguageUK will log and file all cases of bullying or harassment.
6. It is essential that clear and accurate records are kept regarding all welfare issues. Any disclosure of abuse from a student or another member of staff must 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 to record it.
- Dates and times of incidents and of when notes were made.

Please note in serious cases students may be excluded from the school.

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

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 responsible for their own behaviour and for the impact it has on others.

Policy October 2015

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