ROTHERHAM UNITED COMMUNITY TRUST

POLICY / PROCEDURE

NAME: Anti Bullying Policy

VERSION: V2

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Signed by trustee	
Date signed	
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Aim of the policy

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The aim of Rotherham United Community Trust's anti-bullying policy is to ensure that adults, children and young people that access our provision and service in a supportive and caring environment without being bullied. Bullying is anti-social behavior and affects everyone; it is unacceptable and will not be tolerated. Rotherham United Community Trust is committed to providing a caring, friendly and safe environment for everyone we work with. We will promote anti-bullying ethos within our organisation.

Anti-Bullying Policy Statement

Rotherham United Community Trust is committed to participants' right to learn in an environment that is safe and free from discrimination and bullying. The Education Act 2002 places a duty on colleges to safeguard and promote the welfare of children. Safeguarding encompasses bullying and all principles are applicable to the Trust Safeguarding Policy. The Education and Inspections Act 2006 requires that every school must have measures to encourage good behaviour and prevent all form of bullying amongst pupils. FE Colleges are not subject to this Act; however, this policy has been developed in accordance with the spirit of the Act and following Department for Education (DfE) guidelines on Preventing and Tackling Bullying.

Bullying is totally unacceptable. Rotherham United Community Trust will challenge bullying in all its forms and take quick clear and decisive action to protect students. We are committed to creating an environment which supports staff and participants to report and challenge bullying and which encourages positive intervention to prevent the occurrence of bullying.

What Is Bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can be:

- Emotional — being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- 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
- Cyber — All areas of internet ,such as email & internet chat room misuse
  Mobile threats by text messaging & calls
  Misuse of associated technology , i.e. camera &video facilities

Scope

This policy is intended to address issues arising between participants and students. Other accusations of bullying are dealt with as follows:

- Staff accused of bullying students are referred through the Complaints Procedure.
- Staff accused of bullying staff are referred through the Staff Bullying and Harassment Policy.
- Students accused of bullying staff are referred through the Student Disciplinary Procedure.
- Students accused of bullying other students / participants are referred through the Student Disciplinary Procedure.
- Participants accused of bullying other participants / students are referred through the Complaints procedure

This policy applies when students & participants are on RUCST premises or taking part in RUCST related activities off site. Rotherham United Community Sports Trust will also take action where behaviour can be linked to the Trust; could bring the Trust in to disrepute and / or could endanger staff, students or participants . The Anti-Bullying Policy is aimed at the whole Trust Community, staff, students, participants, parents, carers, employers, volunteers and partners.

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. People who are bullying need to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

Responsibilities

Trustees:
The Trustees are responsible for establishing and implementing the Anti-Bullying Policy and for ensuring that it is regularly monitored and reviewed. The Chief Executive, as a member of the Trustees, is the designated trustee with specific responsibility for this policy.

Lead Staff:
- Safeguarding leads on the implementation of the Anti-Bullying Policy.
- Human Resources is responsible for ensuring the provision of anti-bullying training for staff.
- Class Tutors with support from the Assistant Education Manager have particular responsibility to support students through any investigation into an allegation of bullying and / or harassment.
- Senior Coaches / Project Officers have particular responsibility to support students through any investigation into an allegation of bullying and / or harassment.

All staff are responsible for:
- Being aware of the Anti-Bullying Policy and the procedures for reporting bullying.
- Taking action in line with this policy should they witness acts of bullying or harassment; or are approached in confidence by students / participants being bullied or harassed; or by students who have witnessed such actions.
- Treating all students and participants with dignity and respect, ensuring their own conduct does not cause offence or misunderstanding; and challenging behaviour or the use of language which could cause offence.
- Role modelling behaviours which promote mutual respect and tolerance.

Participants:
Participants and students are required to:
- Follow the Code of Conduct including the Disciplinary procedure.
- Be aware of the Anti-Bullying Policy.
- Report incidents of bullying.

Parents / Carers:
Rotherham United Community Sports Trust expects parents and carers to contact us if they know or suspect their son / daughter is being bullied or is bullying others. It is also expected that parents / carers will work with RUCST staff to resolve conflicts between students.

Objectives of this Policy

- All trustees, staff, coaches and volunteers should have an understanding of what bullying is.
- All trustees, staff, coaches and volunteers should know what the school policy is on bullying, and follow it when bullying is reported.
- All children, young people and adults who access our provisions should know what our policy is on bullying, and what they should do if bullying arises.
- As a community programme we take bullying seriously. Children, young people and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from sessions.
- Doesn't want to use public transport.
- Begs to be driven to sessions.
- Changes their usual routine.
- Is unwilling to attend sessions.
- Begins to truant.
- Becomes withdrawn anxious, or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Comes home with clothes torn or equipment damaged.
- Has possessions which are damaged or "go missing".
- Asks for money or starts stealing money.
- Has dinner or other monies continually "lost".
- Has unexplained cuts or bruises.
- Comes home starving (money / lunch has been stolen).
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous & jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

1. Coaches and volunteers to report bullying incidents to Program Manager and record on My Concern
2. In cases of serious bullying, the incidents will be taken to the Senior Management Team
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. All cases will be assessed by the Safeguarding lead on My Concern and where cases reoccur will be highlighted to the Senior Management Team
5. If necessary and appropriate, police will be consulted
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
7. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2) In serious cases, suspension or even exclusion will be considered.
3) If possible, the participants 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.

HELP ORGANISATIONS:

Help lines:

Childline Phone: 0800 1111
NSCPCC Phone: 0808 800 5000
Family Links Phone: 0808 800 2222

Organisations / web sites:

Anti-Bullying Alliance
http://www.anti-bullyingalliance.org.uk/

National Society for the Prevention of Cruelty to Children (NSPCC)
http://www.nspcc.org.uk/

ChildLine
http://www.childline.org.uk/Pages/Home.aspx

Kidscape
http://www.kidscape.org.uk/

Family Lives
http://familylives.org.uk/

Restorative Approaches
http://www.transformingconflict.org/content/restorative-approaches-and-bullying-3

Stonewall
http://www.stonewall.org.uk/