De Lisle College
A Catholic Voluntary Academy

ANTI-BULLYING AND HARASSMENT POLICY

Including

CYBER BULLYING POLICY

Approved by the Governing Body at
De Lisle College: A Catholic Voluntary Academy:
15 October 2026

Review Date: 15 October 2027

Mission Statement

"Rooted and grounded in Love".

Ephesians 3:17

Our mission is to be rooted and grounded in God's love so that each student receives the highest quality Catholic education and knows that they are loved deeply by Jesus Christ.

- All students experience the **Love** of Jesus Christ every day.
- Everyone is given the **Opportunity** to grow.
- Everyone **Values** themselves and each other by 'doing what is right, not what is easy' in the words of our school motto.
- Above all, we will grow actively in our faith by seeking a personal **Encounter** with Jesus Christ, so that we bear witness to the good news and to the teachings of the Church.
- We all **Serve** our neighbours near and far as missionary disciples.

L = Love
O = Opportunity
V = Values
E = Encounter
S = Serve

#DeLisleLoves

Policy Statement

- De Lisle College is committed to fostering an environment where staff, students, visitors and contractors can work and study free from intimidation, aggression, coercion and victimisation. The College is particularly concerned to eliminate all forms of harassment and bullying as it recognises that such behaviour is unacceptable, discriminatory and, in certain circumstances, also unlawful.

- All incidents will be taken seriously and could provide grounds for disciplinary action that may lead to dismissal or expulsion from the College. Furthermore, individuals who harass or bully may be subject to criminal and/or civil prosecution.

- All College staff, students, visitors and contractors are responsible for helping to ensure that individuals do not suffer harassment or bullying in any form. If, however, bullying or harassment does occur there are a number of actions individuals can take.

- All line managers, as part of their managerial responsibilities, have a legal obligation to eliminate harassment of which they are, or should be, aware. All individuals will be personally accountable for their behaviour, actions and/or lack of actions in cases of complaint of harassment or bullying.

Reasons for this policy

- Child on Child abuse, bullying and harassment are unacceptable forms of behaviour and contrary to the College's aims of fostering an environment where its staff, students, visitors and contractors will be treated with dignity and respect, as reflected in the Gospel Values.
- Child on Child abuse, bullying and harassment can prevent effective performance and creativity, instead causing increased illness, absenteeism, under-achievement and reduced opportunities.
- It also represents a waste of human resources and a denial of opportunity for individual fulfilment.
- There are also legal reasons for the establishment of this policy. Child on Child abuse, bullying and harassment are behaviours which, if based on a person's sex, race or disability, are unlawful.

Definitions

- Child on Child abuse, bullying and harassment can take many forms, often involving the abuse of power or position and may be a single event, sporadic events or a continuing process.
- Child on Child abuse, bullying and harassment refer to behaviours which, deliberately or otherwise, are hostile and/or offensive to the recipient or others and which unreasonably interfere with an individual's work, academic performance or social life.
- Child on Child abuse, bullying and harassment may involve apparently insignificant acts which cumulatively create an intimidating environment that undermines the integrity or dignity of the individual. Unacceptable behaviour ranges from violence and threats to ignoring people. In all cases, child on child abuse, bullying and harassment are unwelcome and can make an individual feel uncomfortable, unsafe, frightened or embarrassed. Such behaviours may be expressed verbally or non-verbally via traditional or electronic communications, or by physical actions. The common link is that the behaviour is unwanted by the recipient or others, is unwarranted by the relationship and would be regarded as child on child abuse, bullying and harassment by any reasonable person.
- Examples of types of child on child abuse covered by this policy are given below. The list is not intended to be exclusive and other issues, such as age or political belief or other personal circumstances, could form the basis of a harassment case:
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- **Bullying**

  Bullying is a complex phenomenon of unwanted offensive and malicious behaviour which undermines an individual or group through persistently negative attacks. There is typically an unpredictable and irrational abuse of power or position that can manifest itself in physical, verbal or non-verbal forms. There is usually an element of vindictiveness attached to bullying and the behaviour is calculated to undermine, patronise, humiliate, intimidate or demean the recipient.

- **Stalking**

  Stalking is a form of harassment. It involves pestering an individual, either in person or in writing or on the telephone. Stalking can also involve following an individual or spying on them, alarming the recipient or causing them distress and may involve violence or fear of violence.

- **Sexual Harassment**

  Sexual harassment is unwanted behaviour of a sexual nature. It includes unwanted attention of a sexual nature that denigrates or ridicules or is intimidating. This may be physical, ranging from unwanted touching, groping or the invasion of personal space to sexual assault. Sexual harassment can be verbal and may include unwanted personal comments or sexual slurs, belittling, suggestive, lewd or abusive remarks, explicit 'jokes' or innuendo, and compromising invitations. Examples of non-verbal sexual harassment include suggestive looks, leering and explicit gestures.

- **Racial Harassment**

  Racial Harassment is unwanted behaviour based on race, ethnic or national origin. It includes written or verbal threats or insults based on race, ethnicity or skin colour, abusive comments about racial origins, ridicule based on cultural grounds, derogatory name-calling, racist jokes, damage to property, the display of offensive graffiti or insignia and incitement of others to commit any of the above.

- **Religious Harassment**

  Religious harassment is unwanted behaviour based on religious beliefs and practices. This may take many forms including ridiculing items worn for religious reasons, denigrating cultural customs and derisory comments against an individual's beliefs.

- **Disability Harassment**

  Disability harassment is unwanted behaviour based on disability, impairment or additional need. Such behaviour may include

comments that are patronising or objectionable to the recipient or which creates an intimidating, hostile or offensive environment for people with disabilities. Disability harassment includes inappropriate reference to disability, unwelcome discussion of the impact of disability, refusal to work with and exclusion of people with disabilities.

- **Sexual Orientation Harassment**

  Sexual orientation harassment is unwanted behaviour based on known or presumed sexual orientation. Such behaviour includes name-calling, stereotyping, assault, verbal abuse, actual or threatened unwanted disclosure of sexuality, derogatory comments, excluding same-sex partners from social events or intrusive questioning about a person's domestic circumstances.

- **Cases of Physical Assault**

  Physical assault is a criminal offence and if you have been attacked, it is important that you seek help immediately. If a child is concerned about any form of child on child abuse or bullying involving themselves or another pupil they should complete a POPA form by following this link POPA Form - De Lisle College - Loughborough

Responsibilities

Governing Body

The governors are responsible for:

- ensuring that staff, students, parents/guardians, visitors and contractors are aware of the policy
- ensuring that the policy and it's procedures are followed

The Head Teacher

The Head Teacher is responsible for:

- making sure the Anti-Bullying and Harassment policy is readily available and that the governors, staff, students and their parents and guardians know about it
- making sure the Anti-Bullying and Harassment policy and its procedures are followed
- producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary
- making sure all staff know their responsibilities and receive training and support in carrying these out and taking appropriate action in cases of bullying and harassment

All Staff
All staff are responsible for:

- being vigilant and proactive in cases of suspected/reported bullying informing Form Tutors/Head of Year as appropriate of reported incidents

Visitors and Contractors
Visitors and contractors are responsible for knowing and following the policy.

College Action Plan
As a College:

- we will treat bullying as a serious offence and take every possible action to eradicate it from our College
- encourage students to treat everyone with respect
- use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, i.e. the Personal Development programme and the Annual Anti Bullying week
- deal quickly, firmly and fairly with any complaints, involving parents where necessary
- The College staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- Encourage students to discuss how they get on with other people and form positive attitudes towards other people. This includes a review of what friendship really is.
- not use teaching materials or equipment which gives a bad or negative view of any group because of their ethnic origin, sex, disability etc.
- review the College Policy and its degree of success

Complaints Procedure
Complaints about bullying or harassment against students, staff, visitors or contractors are taken very seriously and should be reported immediately:

- Students to Subject Leader of Learning/Form Tutor/Head of Year
- Teaching Staff to the Head Teacher
- Support Staff to the Operations Manager
- Contractors to the Operations Manager
- Visitors to the Front Office

APPENDIX A

Specific Guide for Students

The school believes that its students have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

What is Child on Child abuse/ Bullying?

Bullying can occur through several types of negative, offensive and persistent antisocial behaviour that may undermine, patronise, intimidate, humiliate, or belittle another person. It can be:

- **Physical**
  A child can be physically punched, kicked, hit or spat at.

- **Verbal**
  Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability or personality.

- **Electronic Communication**
  Sending intimidating or threatening text messages on mobile phones, e-mail, chat rooms or other electronic means.

- **Exclusion**
  A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

- **Damage To Property Or Theft**
  Students may have their property damaged or stolen. Physical threats may be used by the bully in order that the student hands over property to them.

What Can You Do If You Are Being Bullied?

Remember that your silence is the bully's greatest weapon!

1) Tell yourself that you do not deserve to be bullied, and that it is WRONG.
2) Be proud of who you are. It is good to be individual.
3) Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
4) Stay with a group of friends/people. There is safety in numbers.
5) Be assertive – shout "No!" Walk confidently away. Go straight to a trusted adult, this could be your subject teacher, form tutor, member of support staff or Head of Year.

6) If, for whatever reason, you feel uncomfortable telling an adult, complete the P.O.P.A. form on the college website under the 'students' tab to report if you or a friend is experiencing any form of child on child abuse.

Teachers and Support Staff will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

If you know someone is being bullied

- Support the child being bullied by telling the bullies to stop and then walk away. Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- Then tell an adult IMMEDIATELY. Teachers and Support Staff have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.
- Complete a P.O.P.A. form if you are uncomfortable talking to a trusted adult.

Punishing Bullies

De Lisle College will not tolerate any form of bullying and in the case of a proven offence the College's customary sanctions will be employed up to and including fixed term suspension. Potential sanctions can be found in our Behaviour Policy.

APPENDIX B

Specific Guide for Parents

Appendix A shows the guidelines given to students regarding bullying.

As a parent:

1. Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
2. Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
3. If you feel your child may be a victim of bullying behaviour, inform the school IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
4. Do not assume that the College knows about the bullying, unless it is brought to the Colleges attention it can not be dealt with.
5. It is important that you advise your child not to fight back. It can make matters worse!
6. Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
7. Make sure your child is fully aware of the College policy concerning bullying, and that they should not be afraid to ask for help.
8. If appropriate, encourage your child to complete a P.O.P.A. form.

Cyber bullying and One-Off Inappropriate Messages

Advice for Teachers and Head Teachers

This information provides suggestions on how to deal with inappropriate messages received by pupils online or on a mobile phone.

Inappropriate messages may take a number of forms such as; cyber bullying, online grooming, negative comments, inappropriate or indecent images, inaccurate information and hate incidents.

Internet providers can trace users through their unique IP addresses and mobile providers will have records of calls and texts made, but that won't stop some people from assuming they are posting content anonymously.

Action to be taken.
The nature of the message determines the action to be taken as suggested below:

- **contact the Local Authority** – Children's Social Care need to know when a child has been harmed or is at risk of significant harm (see LSCB procedures)
- **contact Broadband provider** about filtering (they will block inappropriate sites that have got through the system)
- **contact the Police** – when a crime has or may have been committed and needs investigation or where you are concerned about threats made to a child's safety & wellbeing.
- **use the CEOP "report abuse" button** – this is the same as referring to police and is there for the young person as well as their teachers.

What should be said to a pupil or the class?

- respond to the nature of the incident and give advice about privacy, risky behaviour and unknown online contacts.
- use Thinkuknow resources and address the issues in assembly

When/how should the Head Teacher be informed?

- Head Teachers have the power to regulate behaviour offsite including cyber bullying.
- take a robust approach.

- involve parents.
- use Acceptable Use Policies
- encourage the perpetrator to remove offensive posting from the web

Are recording/monitoring mechanisms in place?

- all incidents – minor or serious will be recorded on Arbor

Role of the e-safety co-ordinator

- monitor incidents, evaluate, review and implement e-safety developments

Preventative work
E.g. safety/cyber bullying education

- help children and young people understand what to do when they receive inappropriate messages.
- pupils must learn how to manage online risks and also how to use technology responsibly.
- provide information for parents / carers.

Contact Details

Local contacts	Local Safeguarding Children's Board: • **www.lrlscb.org/procedures** (see Ch. 12) Safeguarding and Improvement Unit: • Call 0116 3057570 Police: • For emergencies call 999 • in a non-emergency call 0116 22 22 222
To report online grooming	Child Exploitation and Online Protection Centre: • **www.ceop.gov.uk/reportabuse** • **www.thinkuknow.co.uk** (for young people and teachers)
To report illegal material on the Internet	Internet Watch Foundation Hotline: • **www.iwf.org.uk** • **www.inhope.org** (hotlines around the world)
For advice and support for Children	Childline • Call 0800 1111 • visit the NSPCC • **www.childline.org.uk**
To make a complaint about a Premium Rate Service	Phone Pay Plus · **www.phonepayplus.org.uk**

To report cyber bullying, options include: Contacting the service provider, social network providers, or mobile operators. In serious cases contact your local police	**Facebook:** use Report and Block within the page being used. • **www.facebook.com/safety** • email: **abuse@facebook.com** with details Mobile phone operators: **O2:** • call 0870 5214 000 • email **ncb@O2.com** **Vodafone:** • Call 191 from a Vodafone phone or on any other phone • call 08700 700 191 for Pay Monthly customers • call 08700 776 655 for Pay As You Go **3:** • call 333 from a 3 phone or 08707 330 333 **Orange:** • Call 450 on an Orange phone • 07973 100 450 for Pay As You Go • 150 from an Orange phone • 07973 100 150 for Pay Monthly customers
	T-Mobile: • call customer services on 150 from a T-Mobile phone • call 0845 412 5000 from a landline • email from the T-Mobile website at **www.t-mobile.co.uk**