



**Anti-bullying, harassment & child-on-child
abuse Policy**

September 2024
(Next review date August 2025)

Safeguarding Statement

SupaJam is a post 16 specialist provider, specialising in Music, Maths, English, and Life skills. All staff, volunteers and partners are committed to safeguarding the welfare of every person within SupaJam. Our mission is to help young people to engage and achieve within a safe and inclusive environment.

Introduction

SupaJam Education in Music and Media is committed to providing a caring, friendly and safe environment for all of our students, enabling them to flourish and learn effectively. This anti-bullying, harassment and child-on-child abuse policy sets out SupaJam's commitment to preventing and responding to bullying, harassment and child-on-child abuse in a timely and effective manner.

It is essential that staff and students challenge any incidents of bullying, harassment or abuse as downplaying these behaviours as "just having a laugh", "just banter" or "boys being boys" can lead to a culture where unacceptable behaviours are allowed to grow, creating an unsafe environment for students and in worst case scenarios, creating a culture that normalises abuse and leads to abuse not being reported. Bullying, harassment and child-on-child abuse may happen in or outside college and online.

Staff must be aware that if there are no reports of bullying, harassment or child-on-child abuse, this does not mean that these are not occurring and staff must keep a "it can happen here" frame of mind. It is essential that if staff or students have any concerns they should report it to the Designated Safeguarding Lead.

What is bullying, harassment and child-on-child abuse?

Bullying

There is no legal definition of bullying however it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing

- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

Bullying can happen between children, between adults and children or between adults, it may happen at any time and may take place anywhere, at home, college or online.

Bullying may also include but is not limited to the behaviours below:

- **Verbal**, such as name calling or saying unkind things about someone.
- **Physical**, such as hitting or pushing.
- **Emotional**, such as making threats, undermining, spreading rumours or excluding someone from a friendship group or activities.
- **Online bullying (cyberbullying)**, such as excluding someone from online games, activities or friendship groups, sending upsetting or abusive messages, creating or sharing malicious or embarrassing images or videos, setting up hate sites or groups about someone or creating fake accounts, hijacking or stealing someone's identity in order to embarrass them or get them into trouble.
- **Prejudice-related bullying** refers to any forms of bullying that relate to someone's perceived or actual specific characteristics, such as identity, disability, gender, race, religion, sexual orientation or appearance. Depending on the nature, prejudice-related bullying may be considered as harassment.

Harassment

Bullying and harassment can present as similar behaviours, however, harassment is specifically against the law whilst bullying may not be.

In the Equality Act 2010, a person (A) harasses another person (B) if they engage in unwanted conduct related to a relevant protected characteristic, and the conduct has the purpose or effect of violating B's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for B [Equality Act, 2010].

The relevant protected characteristics relating to harassment are set out in the Equality Act 2010 as age, disability, gender reassignment, race, religion or belief, sex and sexual orientation.

Examples of harassment may include, but are not limited to:

- Unwanted physical contact of a sexual nature, such as hugging, kissing, touching or brushing up against someone
- Making unwanted sexual remarks about someone's body, clothing or appearance
- Catcalling or whistling
- Persistent/unwanted requests for dates

- Stalking such as regularly following someone or repeatedly going to their home uninvited
- Indecent exposure
- Upskirting, which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm.
- Making derogatory jokes
- Using racial or ethnic slurs
- Displaying racially offensive material
- Unwanted comments about someone's religion or religious garments
- Offensive graffiti

Child-on-child abuse

Child-on-child abuse may occur when a child or a group of children abuse another child or group of children. Abuse usually presents as more extreme forms of bullying.

Child-on child abuse may include, but is not be limited to:

- Bullying and harassment (including cyberbullying).
- Abuse in intimate personal relationships (can also be known as "teenage relationship abuse")
- Physical abuse such as hitting, shaking, kicking, biting, hair pulling, or otherwise causing physical harm (which may include an online element which facilitates the abuse)
- Sexual violence such as rape, assault by penetration and sexual assault (which may include an online element which facilitates the abuse).
- Sexual harassment such as making sexual comments, remarks, jokes or online sexual harassment.
- Consensual or non-consensual sharing of nude or semi-nude images and/or videos.
- Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually or engage in sexual activity with a third party.
- Upskirting.
- Initiation/hazing type violence and rituals which involve harassment, abuse or humiliation used as a way of initiating a person into a group (which may include an online element which facilitates the abuse).

Bullying, harassment and child-on-child abuse are serious and are never tolerated at SupaJam. The effects of these can be extremely detrimental for the mental health and wellbeing of an individual and can seriously impact their ability to attend college and learn. Depending on the nature of the incident, instances of bullying, harassment and/or child-on-child abuse will be reported to Children's Social Care and the Police, as appropriate, by the Designated Safeguarding Lead.

Responsibilities

All staff:

- Report any concerns or instances of bullying, harassment or child-on-child abuse to the Designated Safeguarding Lead.
- Contribute to creating a culture where students feel confident to report any concerns without fear of being dismissed or being victimised further.
- Challenge any behaviour that is not in line with the SupaJam ethos or the student code of conduct.
- Remind students that bullying, harassment or child-on-child abuse is not accepted or tolerated, in or outside college, and any incidents will be investigated and may lead to the perpetrator being permanently excluded from college and/or reported to the Police depending on the nature of the incident.

SupaJam staff are aware that if a student is bullying another student or person this may be a “cry for help” and they may be experiencing bullying, harassment or abuse themselves. Following any allegations, staff will adopt “professional curiosity” and will consider how the student can be supported

All students:

- Report any incidents or concerns of bullying, harassment or child-on-child abuse to the Designated safeguarding lead or a trusted member of staff.
- Challenge any behaviours from peers that do not meet the SupaJam ethos or student code of conduct, or ask for support from staff to do so.
- Do not engage in cyberbullying, including participation in group chats where online bullying is known to be happening and report any instances of cyberbullying to the Designated safeguarding lead or a trusted member of staff.
- Contribute to a culture where others feel safe.

Preventing bullying, harassment and child-on-child abuse

SupaJam recognises the importance of preventing and tackling bullying, harassment and child-on-child abuse. SupaJam is committed to creating a safe and inclusive environment and does so through:

- The SMSC curriculum where students can safely explore different faiths, cultures, religions in line with British Values.
- British Values is embedded within SupaJam’s curriculum, ethos and mission.
- Positive relationships are established between students and staff
- Staff receive behaviour and SEND training which includes bullying, harassment and abuse for staff to enable them to recognise and feel confident in challenging and reporting incidents or concerns.
- Cultivating an inclusive learning environment that is built on SupaJam’s ethos
- Celebrating different cultural events throughout the year, such as Neurodiversity week, Black History Month, Anti-bullying week, Diwali, Pride, etc

This is not an exhaustive list, please refer to SupaJam's Promoting Positive Behaviour Policy which outlines both in-house and external support provided to ensure a safe and inclusive environment for all.

Responding to concerns or incidents of bullying, harassment or child-on-child abuse

Signs and symptoms to look out for

A student experiencing bullying, harassment or child-on-child abuse may present with, but not limited to, the signs and symptoms below:

- Not wanting to attend college
- Not wanting to travel to or from college
- Becoming unusually quiet or withdrawn
- Becoming distressed or anxious
- Having problems eating or sleeping
- Self-harming
- Having unexplained injuries
- Changes in their appearance
- Changes in behaviour at college

Where an allegation of bullying, harassment or child-on-child abuse has been reported, the DSL and the College Leader will follow the procedure as outlined in **SupaJam's Promoting Positive Behaviour Policy**.

Related policies

Please read this policy in conjunction with:

- Child protection policy
- Safeguarding policy 18+
- Student code of conduct
- Equality and diversity policy
- Code of behaviour for students

References

Keeping Children Safe in Education (2024)

Equality Act (2010)

Useful links

National bullying helpline: <https://www.nationalbullyinghelpline.co.uk/>

Anti-bullying Alliance: <https://anti-bullyingalliance.org.uk/>

Childline: <https://Childline.org.uk>

NSPCC: <https://www.nspcc.org.uk/>

Rape Crisis: <https://rapecrisis.org.uk/>

Victim support: <https://www.victimsupport.org.uk/>

The Survivors Trust: <https://thesurvivorstrust.org/>

UK Safer Internet Centre: <https://saferinternet.org.uk/>

Lucy Faithfull Foundation: <https://www.lucyfaithfull.org.uk/>

CEOP: <https://www.ceop.police.uk>