

Bullying Policy

Our values

At Tubers we believe that every child, young person and adult should be able to enjoy their online and offline experiences without the threat of abuse or harm. Bullying whether online or offline is something that we at Tubers will be alert to and know how to respond to. At Tubers our community culture is based on collaboration, shared learning, safety, and respect for others. We believe that there is no room for hate online or offline so consider this policy to be our 'No Hate' approach to bullying.

Bullying can have a devastating impact on children and young people, so at Tubers we will do our best to support any child or young person in receipt of our services who discloses (or we become aware that) they are experiencing bullying. We will also teach children and young people the principles of: being a safe, responsible, resilient and respectful member of the online community; their responsibility to help and support another child or young person who they believe is being bullied; and what appropriate action they can take to report online bullying.

Online and offline bullying

Bullying is 'behaviour by an individual or group, usually repeated over time (but not always), that intentionally hurts another individual either physically or emotionally'. It can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful rumours.

Bullying is bullying. Online bullying or cyberbullying is when an individual or a group of people use technology as a tool to deliberately and repeatedly upset someone else. Bullying can take many forms and can often involve verbal abuse. Bullying can be linked to discrimination (i.e. the bully perceives another person to be 'different' in some way) based on: gender, race, faith, sexual orientation, gender identity; special educational needs; or disability.

All bullying can be devastating. It can affect how we feel about ourselves, our confidence, our wellbeing and our health. It can in extreme cases lead to thoughts or actions of self harm.

There is not a criminal offence called cyberbullying. However, there are criminal laws that apply to a range of behaviours linked to cyberbullying including stalking, threats, accessing computer systems without permission, and circulating sexual/indecent images. It is paramount that children and young people understand that such laws exist, and that they exist to protect them and others from harm.

Forms of online bullying can include (but are not limited to):

- > Threats and intimidation
- > Harassment or stalking
- > Defamation
- > Ostracism
- > Impersonation
- > Forwarding or publicly posting private information/images/film.

For a child or young person, in the online environment this could include experiencing:

- > comments, messages, photos or screenshots that are mean, threatening, untrue, personal, secret or embarrassing.
- > anonymous messages or abuse (on social networks or online gaming).
- > filming them or taking photos of them without their consent.

- > 'indirect' messages when they don't directly name someone but everyone knows who they are talking about.
- > fake accounts or profiles.
- > excluding people from online conversations or talking behind someone's back.

The law

Laws apply in the online environment just as they do in the offline environment. It's important that children and young people understand that their behaviour online and offline has consequences. The laws that may be relevant to incidents of bullying (including online bullying) include:

- > Equality Act 2010
- > Protection from Harassment Act 1997
- > Communications Act 2003
- > Computer Misuse Act 1990
- > Criminal Justice and Courts Act 2015
- > Protection of Children Act 1978
- > Criminal Justice and Public Order Act 1994
- > Malicious Communication Act 1988
- > Defamation Act 2013

Our approach

At Tubers we will:

- > Create and support an inclusive and collaborative environment which promotes a culture of: mutual respect, learning from each other, 'looking out' for each other, respect for each other's differences, and consideration and care for everyone within the Tubers community.
- > Be aware and alert to bullying behaviours and signs that a child or young person may be experiencing bullying.
- > Ensure that every Tuber receives a specific presentation on online bullying.
- > Recognise that bullying can be perpetrated or experienced by any member of the Tubers community including children and adults.
- > Provide a range of approaches for children and young people to report their concerns and access support.

- > Challenge any behaviours or actions which do not uphold the values of tolerance, non-discrimination and respect towards others.
- > Use every opportunity available to address bullying in all forms.
- > Listen to and learn from what children and young people tell us about their views and experiences of bullying and how, as a community, we can work together to create a 'No Hate' environment and culture.
- > Train our staff, interns and volunteers about bullying.
- > Gather and record concerns about any bullying incidents, along with the action we take.
- > Take appropriate, proportionate and reasonable action for any bullying brought to our attention.
- > Use a variety of techniques to resolve issues between those who bully and those who have been bullied.
- > Celebrate success and promote a culture of recognising achievements.
- > Encourage all children and young people to use technology positively, responsibly and safely.
- > Take immediate action where we believe a child or young person may be at risk of significant harm due to bullying.

> Children and young people at Tubers

At Tubers everything we do is about supporting children and young people to be the very best digital creators they can be. Children and young people are at the heart of our Tubers community and their views matter. We will listen to what our members think about bullying and involve them in our ongoing commitment to creating a 'No Hate' culture within our Tubers community. This approach will involve working to:

- > Educate children and young people about bullying and the relevant laws that apply to our online behaviours and actions.
- > Ensure that all Tubers know what appropriate action they can take if they experience online bullying.
- > Ensure that all Tubers remain vigilant to online bullying and those who may be experiencing it.
- > Explore how members can support other young people who may be experiencing bullying.
- > Ensure that all Tubers know how to express concerns about bullying and report abuse.
- > Inform members that incidents of bullying will be reported to parents/carers and that we will seek to resolve any incidents of bullying together with them and their parents/carers.

- > Ensure that all Tubers understand that bullying within the Tubers community will be investigated and that in extreme circumstances, bullying could lead to a Tubers membership being revoked.

> Parents and carers

Supporting children to stay safer online isn't just one organisation's job. All of us have a responsibility to safeguard children and young people; everyone. At Tubers we know that parents and carers are pivotal when it comes to helping to keep children safer online, and helping them to be resilient and positive online citizens. We will:

- > Give parents/carers information about bullying (particularly online bullying).
- > Inform parents how to report any concerns.
- > Inform parents how to access independent advice about bullying.
- > Communicate with parents/carers about their responsibilities to behave as positive online role models.
- > Give parents/carers the opportunity to attend an online safety (including online bullying) session at

> Tubers staff, interns and volunteers

At Tubers we will offer the same level of support to our staff, interns and volunteers if they are bullied. All staff, interns and volunteers will understand that they can be disciplined and in some cases may be excluded or dismissed from Tubers if they participate in unacceptable professional conduct (including bullying).

Responding to incidents

At Tubers if we suspect bullying or if it is reported to us, we will deal with the matter immediately. We will:

- > Make a clear and accurate record of the incident which will be given to the Safeguarding Lead.
- > The Safeguarding Lead will contact parents and carers to inform them of the incident and discuss it with them, involving the children and young people involved.
- > Attempt to identify the bully.

- > If the bullying is online we will contact the service provider as appropriate and contact the police if necessary.
- > If the bullying is online we will record appropriate evidence (such as screenshots of posts etc).
- > If the incident relates to online bullying and the person or people responsible for the bullying are members at Tubers, we will talk with them to ensure that they understand why their online action (such as posting material) is unacceptable or offensive, and we will request that they remove it.
- > If we suspect a criminal offence has been committed then the police may need to be involved.
- > If the bullying takes place outside of Tubers (for example within a school setting) we will work with parents/carers to ensure that the incident can be dealt with appropriately, and provide an appropriate level of support within the Tubers environment.

How we support our members

We will support children and young people who have been bullied by:

- > Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- > Advise them to keep a record of the bullying as evidence.
- > Advise them not to respond to the bully.
- > Talk with them about how they can help safeguard their data, their options and what support we can provide in order to build their resilience.
- > Listen to the child or young person, reassure them and provide continuous support.
- > Work with the child or young person to help restore their self-esteem and confidence.
- > Work with the wider community and local/national organisations to provide further or specialist advice and guidance if appropriate.

Children and young people who have been involved in bullying behaviour will be helped by:

- > Discussing what happened, establishing the concern and exploring why their actions are inappropriate/harmful.

- > Reminding the child or young person of relevant laws relating to bullying (including online bullying) and the potential consequences of such behaviour.
- > Listening to the child or young person
- > Being alert to any safeguarding/child protection issues that may have resulted in their behaviour.
- > Inform parents/carers to help change the attitude and behaviour of the child or young person.
- > Provide appropriate education and support.
- > If the bullying has taken place online, we will request that content be removed.

In response to a bullying incident at Tubers we may:

- > Issue a verbal and/or written warning.
- > Consider a temporary exclusion to Tubers if deemed appropriate depending on the circumstances.
- > Speak with the police or other local services depending on the circumstances.
- > In exceptional circumstances consideration may be given to revoking Tubers membership.

Dealing with illegal content and activity

Some instances of online abuse and cyberbullying may be illegal. In the case of illegal activity, we will contact the police to determine what content is needed for the purposes of evidence, and how best to secure this.

Illegal content and activity includes:

> Indecent images of children (under the age of 18)

Tubers staff, interns or volunteers should not view illegal images unless doing so is unavoidable or necessary. Staff should never copy or forward illegal images.

If a young person (under the age of 18) has produced or shared material consensually, without pressure or malice, it may be appropriate for us at Tubers to manage the incident directly, after we have conducted a full and robust risk assessment.

We will always refer incidents to the police where they:

- > involve adults

- > involve coercion or blackmail
- > are extreme in their nature or violent
- > involve a child or children under 13
- > where the child is at immediate or significant risk of harm

We will also contact the Internet Watch Foundation if illegal images have been posted on the internet. We will contact CEOP if there is any concern that a child has been coerced into producing images, or is being groomed or sexually exploited.

> **Obscene content, for example depictions of rape or torture.**

We will report such content to the Internet Watch Foundation and the police.

> **Hate crimes and incidents, including racist material.**

We will report incidents to the police and True Vision.

> **Stalking and harassment.**

We will report incidents to the police.

> **Threats of violence, rape or death threats.**

We will report incidents to the police.

Containing the incident

If images or other data break the law, we will preserve them appropriately as evidence. If content is upsetting but not illegal, then steps will be taken to try to contain the incident as soon as possible.

We will make attempts to stop content that has been used to cyberbully from spreading.

The quickest and most effective route to getting inappropriate material taken down from the web is to ask the person who originally posted it remove it. We will support that process. If the person who posted the material is not known, we will support individuals to contact the site or service hosting the material to make a report to get the content taken down. Service providers should remove material that breaches their terms and conditions.

Contact details

The person within our team responsible for Safeguarding (Designated Safeguarding Lead) is Annie Callan, Head of Alternative Provision.

Email: team@tubers.uk

Telephone: 07810 480423

Policy review

We are committed to reviewing our policies annually and keeping up to date.

Date:	Notes:
> 28 December 2016	Policy created by Nick Ellison. This policy will be reviewed on or before 28 December 2017.
> 30 November 2017	Updated and reviewed by Nick Ellison.
> 17 December 2018	Reviewed by Nick Ellison and Annie Callan. Annie Callan is now Designated Safeguarding Lead.
> 30 June 2019	Reviewed by Annie Callan.

Bullying Policy next due for review by 30 June 2020.