

Student Bullying and Harassment Policy – Appendix 2

Examples of Bullying and Harassment

Signs and Symptoms of Bullying/Harassment

Those who are being bullied or harassed may exhibit the following:

- Not wanting to go to College or travel on the usual mode of transport
- Changing usual routines
- Becoming anxious or withdrawn
- Attempting or threatening suicide
- Crying without any obvious cause
- Feeling ill / feigning illness
- Work deteriorating at College
- Possessions “going missing”
- Becoming aggressive or unreasonable
- Bullying other students or siblings
- Displaying increasing lack of confidence and self-esteem
- Asking for, or stealing money
- Having unexplained cuts or bruises
- Being excluded from group activities by other students

Verbal Abuse

Verbal abuse consists of name-calling, teasing, threats and intimidation, taunting, mimicking, sarcasm, being generally ‘unfriendly’, making someone look silly and making things up to get someone in trouble. It can include ridiculing particular customs, music, accents or the dress of anyone from a different culture
Offensive racist graffiti, making silent or abusive phone calls and unkind practical jokes also fall under verbal abuse.

Emotional Abuse

Emotional abuse involves ignoring, isolating others, tormenting, hiding equipment or belongings, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.

Silent Bullying

Ignoring someone/leaving them out, stopping someone from joining in, the spreading of rumours, threatening gestures and following someone around.

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Approved By: The Policies Approvals Group

Review Date: September 2023

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Upwards Bullying

This is where bullying occurs to someone possibly in a position of authority e.g. student to teacher or support worker, or older peers behaving in a way such as:

- Attempting to undermine through public criticism
- Ongoing disruptive behaviour such as during class
- Hostile or aggressive communication style

Online/Cyber Bullying

All areas of the internet, such as e-mail and internet chatroom misuse, via social networking sites personal web pages, emails, twitter, text messages, personal space provided by internet providers, and internet presence including blogs such as Facebook, MySpace and Web2, and all other social media whether private, personal or public for example:

- Posting insulting, defamatory comments and notices about someone
- Sending abusive text messages or emails
- Sharing confidential information about someone
- Misuse of associated technology e.g. camera and video facilities
- Happy slapping
- Sharing photos and accessing or sharing illegal content
- Social media exclusion
- Joining or creating an online group that isolates or victimises others
- Language which would be deemed to be offensive, threatening or humiliating to others in face-to-face setting as the impact on an individual may be much the same or worse as it may not be possible to delete online information

Prejudice Related Incidents and Bullying

Any individual may be affected by bullying and it can sometimes be related to prejudice. All incidents of prejudice-related bullying in education, constitutes a prejudice-related incident. However not all prejudice-related incidents would constitute prejudice-related bullying.

To determine if prejudice-related incident/s are bullying, refer to the following definition of bullying:

- The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online. (Antibullying Alliance)

Any form of bullying relating to an individual's unique identity including, race or ethnicity, Gypsy, Roma or Traveller, Asylum seekers and refugees, religion or belief, learning disability/difficulty, sexual orientation, gender, gender identity, body image.

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Racial Harassment

An incident or a series of incidents intended, or likely to intimidate, offend or harm an individual or group because of their ethnic origin, colour, race, religion or nationality. A racist incident is any incident that is perceived to be racist by the victim or any other person (MacPherson Report 1999)

- Derogatory name calling, mimicking someone's accent and taunts
- Verbal threats, insults and racist jokes
- Display of racially offensive material and graffiti
- Physical attack
- Using inappropriate terms when referring to race and stereotyping
- Refusal to work with others because they are a different culture
- Making inappropriate assumptions based on ethnicity, nationality or colour
- Making assumption about lifestyle/interests
- Encouraging others to commit such an act

Harassment on Grounds of Religion or Belief

This is harassment on grounds of religion, religious belief or other similar philosophical belief (or lack of). It may include behaviour which fails to tolerate or acknowledge the rights or needs of individuals with different and dedicated religious convictions, beliefs and practices.

Islamophobia and antisemitism are two examples that may be experienced through:

- Offensive jokes;
- Ridicule or name-calling
- Display of or circulation of offensive written or visual materials
- Derogatory comments
- Intrusive questioning about a person's beliefs
- Incitement of others to commit any such acts

Harassment on the Grounds of Disability

Otherwise known as ableism, this form of harassment is based on the individual(s) having a physical or sensory impairment, learning difficulties or experiencing mental health issues.

The behaviour results in the individual(s) feeling threatened or compromised and may include:

Non-Verbal

- Making inappropriate gestures or mimicking behaviour
- Exclusion from activities or conversations
- Restricting access to physical location
- Sending emails or posts that have offensive contents relating to disabled people



- Making assumptions based purely on the persons disability or perceptions of their disability

Verbal

- Making fun of an impairment
- Mimicking a speech impairment, making noises as someone goes past in a wheelchair
- Inappropriate questioning relating to disability

Physical

- Unwanted touching, groping or the invasion of personal space (getting too close)
- Inappropriate practical jokes

Harassment on the Grounds of Age

Ageism can affect anybody, regardless of their age. Harassment on grounds of age may include:

Non-Verbal

- Exclusion from normal conversation or activities
- Denying training/development/promotion opportunities due to age
- Sending emails or displaying material containing ageist content
- Making assumptions regarding an individual's inability to learn

Verbal - making patronising comments

Physical - setting unrealistic challenges

Homophobia, transphobia, biphobia and acephobia Bullying

Homophobia, transphobia, biphobia and acephobia are terms used to describe the fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about people who are or are perceived to be lesbian, gay, queer, trans, bisexual or asexual (ace)+. This kind of behaviour can take many forms such as name-calling, derogatory jokes, intrusive or hostile questioning, threatening to 'out' someone, as well as unwanted physical contact and violence. It can happen verbally, in writing, in person or virtually (e.g. by email, messages, social media).

What might homophobia look like?

- 'Joking' that something (an action, an item, a person) perceived to be negative in some way is 'gay' (e.g. 'that's so gay').
- Someone complementing another person of the same gender and then assuring them that 'don't worry, I'm not gay', implying that that would be negative/bad.
- Assuming that someone is in a heterosexual relationship (e.g. asking a woman 'so do you have a boyfriend/husband?') is an example of a heteronormative stereotype.
- 'Oh, you don't look like you're gay/a lesbian/bi/queer' – this is based on damaging stereotypes about LGBTQA+ people, and wrongly implies you can 'tell' someone's sexual orientation by their appearance.
- Suggesting LGBTQA+ people are sexually 'deviant' or dangerous based on or because of their sexual orientation or gender identity

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What might transphobia look like?

- Misgendering someone deliberately or repeatedly (i.e. using the wrong name and/or pronouns to describe a person, referring to them using the wrong gender). For example, referring to a trans man as 'she', or refusing to use 'they/them' to refer to a non-binary person who has specified they use those pronouns.
- Refusing a trans person access to services or facilities appropriate to their gender identity (e.g. not letting a trans woman use a woman's bathroom). This is also a form of discrimination under the Equality Act 2010.
- Suggesting that a trans woman/man is not a 'real' woman/man.
- Saying 'oh you don't look trans' or 'you can't tell that you're trans' as though it is a compliment. This is based on the misconception that all transgender people are somehow visibly trans, or that all transgender people look the same. It is also implying that being trans is somehow shameful, and that the ultimate aim should be for a trans person to look 'not trans' and to conform to gender norms and expectations of beauty.

What might biphobia look like?

- 'It's just a phase' – saying this dismisses and undermines someone's experiences and/or feelings about their own sexuality and identity, which can be upsetting. Some people do feel that sexuality and gender is fluid, but this doesn't make it ok to dismiss someone else's sexual orientation as a 'phase'.
- 'You're just greedy' – this is a damaging stereotype.
- 'You need to just make up your mind' - this denies and undermines bisexuality as a valid sexual orientation.
- 'You're just ashamed/scared/embarrassed to say you're gay or lesbian'.
- 'You can't really be bi/queer because you've only ever dated people of X gender' or 'you can't really be bi because you have a girl/boyfriend' – someone's sexual orientation cannot be assumed based on who they're dating. Relationship or sexual history or current relationship status shouldn't be used as 'proof' of someone's sexual orientation.
- What might acephobia look like?
- 'You are less than human and against human nature' - this denies and undermines asexuality as a valid sexual orientation and can be extremely upsetting to the ace community.
- Suggesting that there is something 'wrong' with someone who identifies as ace - 'You are deficient or broken'.
- 'You are confused or going through a phase' – saying this dismisses and undermines someone's experiences and/or feelings about their own sexuality and identity, which can be upsetting.
- Saying that 'you just haven't met the right person yet' - denies that asexuality is not a sexual orientation and that you need to be in a relationship with another person to be accepted.
- Espousing the belief that asexuality is a mental illness or is related to past trauma.

Harassment on the grounds of Gender Reassignment

This relates to behaviour that includes derogatory remarks, ridicule, jokes or stereotypes of any individual's perceived or actual gender reassignment, or through association with

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someone who has undertaken gender reassignment.

Non-Verbal

- Refusing to treat a person as their new gender once the reassignment process is complete
- Refusing access to appropriate toilets and changing facilities which reflect their acquired gender
- Exclusion from conversations or activities
- Making assumption about lifestyle/interests
- Sending emails or displaying material containing offensive content
- Making assumptions based on grounds of gender identity

Verbal

- Disclosing the person's gender identity to others
- Making inappropriate comments about the person's lifestyle choice
- Intrusive personal questions relating to a person's gender identity and gender reassignment
- Unwanted comments on dress and appearance
- Actual or threatened disclosure of prior gender identify
- Persistently mis-gendering someone (using the wrong name or pronoun)

Sexual Harassment

Sexual harassment is any harassing conduct based on the gender, gender identity or sexuality of the recipient. It relates to any individual's perceived or actual gender, gender identity or through association with individuals of a particular gender, gender identity or sexuality.

It includes behaviour which results in the individual feeling threatened or compromised. Sexual harassment can be experienced by women and men. Transgender people may also experience sexual harassment based on perceptions or assumptions about them in relation to their appearance or sexuality.

Sexual harassment can be any of the following:

- Sexual comments, such as: telling sexual stories, making lewd comments, making sexual remarks about clothes and appearance and calling someone sexualised names
- Unwanted physical contact, inappropriate touching
- Sexual "jokes" or taunting
- Physical behaviour, such as: deliberately brushing against someone, grabbing bottoms, breasts and genitalia, pulling down trousers, flicking bras
- Displaying pictures, photos or drawings of a sexual nature
- Online sexual harassment. It may include: consensual and non-consensual sharing of nude and semi-nude images and/or videos
- Upskirting - this is a criminal offence
- Sexualised online bullying
- Unwanted sexual comments and messages, including, on social media
- Sexual exploitation; coercion and threats

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Harassment on the basis of Sexual Orientation

Relates to behaviour which condemns or ridicules people because of their perceived or actual sexuality or through association with someone of a particular sexual orientation. This could include derogatory remarks, jokes, graffiti which results in the individual feeling uncomfortable, excluded, threatened or compromised.

Non-Verbal

- Inadvertently or deliberately excluding same-sex partners from social events
- Making assumptions based on sexuality
- Sending emails or displaying material containing offensive content

Verbal

- Using inappropriate terms
- Using derogatory nicknames
- Inappropriate personal questioning relating to sexual orientation or domestic circumstances
- Stereotyping
- Actual or threatened unwanted disclosure of sexuality
- Unwanted comments on dress and appearance

Physical

- Unwanted touching, groping or the invasion of personal space (getting too close)

Stalking

Stalking is classed as continued unwanted attention through:

- Personal contact (directly with you through your friends and family)
- Telephone calls
- Letters
- E-mails
- Text messages
- Internet chat rooms

Hate Crime

Hate crime is any offence against a person or property, which is motivated by the offender's hatred of people because they are seen as being different. People do not have to be a member of a minority community to be a victim of hate crime. Any incident where an individual or group of people are targeted because they are believed to be of a different race, religion/belief, sexual orientation, gender identity or have a disability can be reported as a hate crime.

Police involvement should be considered and discussed with the complainant where a hate

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crime is suspected to have taken place.

Hate crimes can include:

- Threatening behaviour
- Assault
- Robbery
- Damage to property
- Inciting others to commit hate crimes
- Harassment