

Policy on Abusive Behaviour

DEFINITION OF ABUSE BEHAVIOUR

Abuse, may be defined as 'the wilful, conscious desire to hurt, threaten, upset or frighten anyone'.

It is our responsibility to counter abuse not only in school, but outside it, such as in accommodation, or during school-related activities.

Some abuse may occur as individual incidents of a relatively minor nature, but these can assume greater significance when viewed in as a whole and in context.

The following forms of abusive behaviour towards Foyle students, (either by staff or fellow students) will not be tolerated:

Name calling	Agression
Excluding	Sexual harassment
Teasing / 'winding up'	Gender abuse
Kicking / hitting	Exploiting physical weakness
Physical violence	Racial abuse
Spoiling work	Threats / extortion
Preventing others from working	Frightening
Damaging property	Stealing

1. AIMS

This document should be seen as part of Foyle International's other policies concerned with discipline and behaviour. The welfare of all students is paramount and this is especially the case for children and vulnerable adults. Our principal aim is to foster an atmosphere in which abusive behaviour is not tolerated and is seen to be inappropriate and wrong.

Students have the right to:

- be able to tell a teacher (or any member of staff) about any abusive behaviour and expect that they will consult with them about any decision to be made about it
- be protected against the abuser
- feel happy and secure
- be in school or participating in school activities, without being afraid of any thing or any person
- expect politeness from others
- be respected no matter what their colour of skin, nationality, sexual orientation, religion or disability



2. RESPONSIBILITIES

Students and staff are expected to behave with the expected degree of decency and tolerance towards one another, in line with the Foyle's Code of Conduct.

All staff to:

- recognise instances of abuse
- report such instances
- support the implementation of the Company's policy
- offer support to victims of abuse

Welfare staff to:

- co-ordinate the implementation of the policy through their staff
- collate and record information on incidents of abusive behaviour
- deal with cases of all incidents in accordance with the school's policy
- contact and work with the parents/guardians of victims and abusers

2.1 PROCEDURES FOR STAFF

Where abuse does occur, students and staff should be encouraged to **report it** (to their teacher, group leader or any member of staff). Abusive behaviour is easily recognised by the victim, however, the perpetrator and third parties may not define it as such. Similarly, until proven, an instance of abuse is simply **alleged**.

Therefore, when abusive behaviour is seen or suspected, no-one should attempt to resolve the problem on their own, but should seek support from others within the School. They should immediately report it to the Academic Manager, Accommodation Manager or Group Leader so that the allegations can be jointly considered and the most appropriate action can be determined. When the case is considered serious, the Director must also be consulted at the very earliest stage.

In the case of alleged abuse by a fellow student:

The Company will:

- document all cases
- deal with instances quickly, fairly and in as positive a manner as possible
- take account of the evidence and views of those involved
- provide anonymity for the victim if so required
- offer advice and support to the victim and to the person(s) found responsible
- operate a system of sanctions which reflect the seriousness of the offence
- contact the police if appropriate



Sanctions on students of any age can include:

- handing out a warning
- withdrawal of privileges
- withdrawal from favoured activities
- exclusion from the school or language programme
- reporting to the police

Sanctions on students aged under 18, or attending a “Language and Activity Programme” can include:

- Recording on report
- giving an earlier curfew for accommodation
- individual supervising at break times
- involvement of parents or guardians (when appropriate)

In the case of alleged abuse to a student by a staff member:

The Company will:

- document all cases
- deal with instances quickly, fairly and in as positive a manner as possible
- take account of the evidence and views of those involved
- provide anonymity for the victim if so required
- offer advice and support to the victim and to the person(s) found responsible
- take disciplinary action if necessary
- contact the police if appropriate

In the case of alleged abuse to a student by a home stay provider:

The Company will:

- document all cases
- deal with instances quickly, fairly and in as positive a manner as possible
- take account of the evidence and views of those involved
- provide anonymity for the victim if so required
- offer advice and support to the victim
- remove all students from this host whilst an investigation is underway
- contact the police if appropriate



3. ACTION

The precise course of action will be decided jointly between the member of staff most involved and the Welfare Officer (or a member of the Welfare group or Managing Director, when appropriate). This might include:

- speaking to both parties in confidence
- allowing a 'cooling off time' for all parties involved
- the use of appropriate counselling, including the 'no-blame' approach where suitable, until all information is collated
- talking with all parties, as it may be appropriate to discuss the behaviour together and obtain apologies
- allowing abusers to hear the feelings of the victim (if appropriate)
- feedback to victims, abusers and other concerned parties about progress made in dealing with the incident
- monitoring the problem until it is resolved to everyone's satisfaction

4. RECORDING

All cases should be documented, as soon as possible after the events and during discussions. Documents should include confirmation of the allegations, the response from both parties, the action taken and the outcome. Documents should be filed in Company records.



Additional information about behaviour that may lead to extremist radicalisation

DEFINITION OF RADICALISATION & EXTREMISM

***Radicalisation**, may be defined as 'the process by which a person comes to support terrorism and forms of extremism leading to terrorism. During this process it is possible to intervene to prevent vulnerable people being drawn into terrorism-related activity.*

***Extremism**, may be defined as 'vocal or active opposition to fundamental UK values, including democracy, the rule of Law, individual liberty and mutual tolerance of different faiths or beliefs.*

There are a number of behaviours which may indicate a child is at risk of being radicalised or exposed to extreme views. These include (this list is not exhaustive)

- Spending increasing time in the company of suspected extremists
- Changing their style of dress to accord with the group
- General behaviour becoming increasingly centred on an extremist ideology, group or cause
- Loss of interest in friends or activities not associated with the group
- Increase in prejudice-related incidents committed by that person- these may include;
 - Physical or verbal assault
 - Provocative behaviour
 - Derogatory name calling
 - Condoning or supporting violence towards others
 - Refusal to co-operate

At Foyle International we encourage all staff members to be constantly vigilant and fully informed about the issues which affect our local environment.

Staff are reminded to suspend any “ professional disbelief” that instances of radicalisation “could not happen here” and to be professionally inquisitive where concerns arise, referring any concerns through the appropriate channels.



PROCEDURES FOR STAFF

Where radicalisation or extremism is suspected, staff are encouraged to **report it immediately** to the Designated Safeguarding/ child Protection officer so that the allegations can be jointly considered and the most appropriate action can be determined.

No-one should attempt to resolve the problem on their own. When the case is considered serious, the Director must also be consulted at the very earliest stage.

The Director has the overall responsibility for dealing with concerns about extremism and will discuss the most appropriate course of action on a case-by-case basis and will decide when a referral to external agencies is needed.

Staff also need to be made aware that if they do not agree with the Director's decision not to refer; they can make the referral themselves using the appropriate channels.

Foyle will embark on relevant training, where appropriate and necessary, to keep updated on all matters relating to radicalisation and extremism so that all staff can be fully prepared, consulted and trained on how to deal with any incidents, should they occur.