



Anti-Discrimination & Bullying Policy

This policy applies to the staff and participants of the London International Youth Science Forum (“LIYSF”).

1. INTRODUCTION

The purpose of this policy is to provide a mechanism for staff and participants of LIYSF to be proactive in addressing inequalities and to raise a grievance in regard to discrimination, harassment and bullying without fear of negative consequences. It also aims to ensure that such grievances are appropriately investigated, that respondents receive fair and equitable treatment and that disciplinary action is taken where appropriate.

With this policy we aim:

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an open and inclusive environment where all are treated with dignity and respect and where all members of the LIYSF community understand that discrimination and bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of discrimination and bullying that occur.
- To inform participants and parents of our expectations and to foster a productive partnership which helps to maintain a discrimination and a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling discrimination and bullying by regularly monitoring and reviewing the impact of our measures, both pro-active and preventative.

We do not tolerate discrimination, any form of harassment and/or bullying behaviour. We are committed to creating a culture of respect and encouraging staff/students to realise their potential regardless of gender, age, ethnicity, cultural background, disability, religion and sexual orientation. We support an environment that actively promotes health, wellbeing and safety whilst ensuring we meet legal and compliance responsibilities. We aim to deal with allegations of discrimination, harassment and bullying in a prompt and confidential manner. This policy is not exhaustive and is constantly reviewed.

2. LEGAL PROVISIONS

LIYSF is committed to working with staff, participants and parents to create and maintain a community where discrimination and bullying is not tolerated. In order to safeguard and promote the welfare of our students, LIYSF will act in accordance with the following legislation and guidance; Education Act, 2002; The Children Act, 2004; Equality Act, 2006 and the Equality Bill, 2009.

Bullying is not a criminal offence in the United Kingdom but some types of, harassing, threatening behaviour or communications could be a criminal offence (for example, under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003 or the Public Order Act 1986). Where we believe or there is evidence that an offence may have been committed we shall seek assistance from the police. For example, under section 1 of the Malicious Communications

Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

3. KEY DEFINITIONS

- a) **Stereotype:** A commonly held belief about a group of people. Usually stereotypes are not true and they can be very offensive.
- b) **Prejudice:** A judgement made about someone without knowing them. It is usually called prejudice when the judgement is negative, and prejudice is often formed by stereotypes.
- c) **Discrimination:** The unfair or harmful treatment of groups of people, especially on the grounds of these characteristics:
 - age
 - disability
 - gender reassignment
 - pregnancy and maternity
 - race
 - religion and belief
 - sex
 - sexual orientation
- d) **Hostility:** An occasion when someone is unfriendly or shows that they do not like something. This includes ill-will, ill- feeling, spite, contempt, prejudice, unfriendliness, antagonism, resentment, and dislike.
- e) **Hate crime:** Any criminal offence which is perceived by the victim or any other person to be motivated by a hostility or prejudice based on a personal characteristic; particularly disability, gender-identity, race, religion/faith or sexual orientation.
- f) **Non-criminal hate incident:** Any incident which is not a criminal offence but which is perceived, by the victim or any other person, to be motivated by a hostility or prejudice based on a person's actual or perceived race, religion, sexual orientation or transgender identity.
- g) **Bullying:** Behaviour that is intended to hurt someone either physically or emotionally and is often aimed at certain groups, e.g. because of race, religion, gender, trans identity or sexual orientation. This behaviour is often repeated.
- h) **LGBT:** This term relates to people who identify as Lesbian, Gay, Bisexual or Transgender and at LIYSF we also include those who identify as queer or are questioning their sexual identity within this term.

4. BULLYING BEHAVIOUR

Bullying can take place between participants, between participants and staff or between staff, and can include:

- name-calling, teasing, taunting, mocking and making offensive comments or threats;
- offensive graffiti;
- excluding people from groups;
- gossiping and spreading hurtful or untruthful rumours;
- kicking, hitting, pushing;
- taking belongings;
- cyberbullying—including sending inappropriate, offensive or degrading text messages, emails or instant messages via the internet, setting up websites designed to embarrass or upset individuals or excluding them from social networking sites.

Participants and staff can be bullied for a variety of reasons including:

- ethnic background, religion or culture;
- disability, special educational needs or being particularly able, gifted and talented;
- sexual orientation;
- gender (including sexualised bullying);
- size, appearance or health conditions;
- social or economic status (poverty, class);
- age/maturity;
- home circumstances – certain group such as participants in public care, or young carers, or those with same sex parents/carers or whose parents/carers have mental health difficulties may be particularly vulnerable.

Bullying behaviour is often linked to difference, perceived difference or discriminatory attitudes towards certain groups. This can occur regardless of whether the targeted pupil is actually a member of any of those groups. For example, participants who are not lesbian, gay or bisexual may be subject to homophobic bullying and others may be the targets of racist bullying based on inaccurate assumptions about their ethnic background or culture.

The focus of bullying behaviour should always be recorded. The effect of behaviour on the recipient – not just the intention of the perpetrator – is significant in deciding whether to treat an incident as bullying. Single incidents of hurtful behaviour may still leave the targeted participant fearful of repetition and should always be addressed. This is particularly relevant to cyberbullying, when a single incident may have an ongoing impact.

5. LIYSF POLICY

To form the foundation for an effective anti-discrimination and anti-bullying practice within LIYSF, we formulated our key principles as follows:

- All members of the LIYSF community have the right to feel safe at the event.
- All members of the LIYSF community have the right not to experience prejudice and hurtful behaviour at the event, whether or not it is directed at them.
- All reported and witnessed bullying incidents should be treated seriously and responded to consistently.
- Intervention should support and empower participants who have experienced bullying rather than encouraging a view of them as victims.

LIYSF is committed to ensure all key principles are met with these measures:

- Effective anti-bullying policy including prevention strategy.
- Proactive approach with an anti-racist policy.
- Effective anti-bullying ethos.
- Stakeholders positively involved.
- Outside-events issues addressed.
- High levels of participant confidence in the system.
- Staff trained to challenge and deal with bullying, prejudice and discrimination.
- Effective and consistent staff response to bullying incidents.
- Effective and timely recording and reporting.
- Support for students/staff experiencing bullying.

Inclusivity and hospitality are the hallmarks of LIYSF: every participant and staff member are respected as a member of our community. Every incident of discrimination and bullying is taken seriously and will be recorded.

All staff are trained on our anti-discrimination and anti-bullying policy to recognise and understand how to challenge all types of bullying and discrimination. Our staff will make sure that these policies are known and understood by all members of the LIYSF community. LIYSF will ensure that participants understand how to report incidents.

The Director, along with senior staff and the student welfare officer take responsibility for monitoring and evaluating the effectiveness of anti-bullying strategies (including policies, vision and ethos) and ensure that regular reports about bullying and wellbeing are part of staff meetings.

6. STAFF RESPONSIBILITIES

To guard against discrimination, bullying, adverse action and harassment, we expect our staff to:

- Know their legal responsibilities and our expected standard of commitment;
- Set an appropriate standard of behaviour and lead by example;
- Ensure that all people covered by this policy feel free to make complaints without fear or recrimination;
- Assist with, and be supportive of, any investigation that is undertaken;
- Exercise judgement to discourage frivolous or false complaints;
- Take early corrective action in consultation with the Director to deal with behaviour that may be offensive or intimidating to some people;
- Contact the Director immediately if they receive a complaint of bullying, harassment or discrimination.

7. LIYSF RESPONSE

Creating an inclusive environment that demonstrates equality and respect is an important measure in preventing and challenging discrimination and bullying.

When incidents of discrimination or bullying take place, LIYSF staff will consider three actions:

- *Challenging* unacceptable behaviour, including setting standards of acceptable behaviour and a culture of trust and respect.
- *Supporting* the person who has been discriminated and/or bullied (and sometimes the person who has displayed bullying behaviour and any non-intervening bystanders).
- *Reporting* what has happened and monitoring those reports.

This cyclical approach of challenging, supporting and reporting seeks not only to tackle each individual discrimination and/or bullying incident but also to prevent future incidents by responding appropriately.

Many incidents of discrimination and bullying go unchallenged. LIYSF staff must make it clear that incidents of discrimination and bullying are always unacceptable, and leaders will ensure that all staff members understand it is their shared responsibility to challenge discrimination and bullying.

7.1. ANTI-RACISM

At LIYSF we will not tolerate racism, anyone found to be acting disrespectfully will have action taken against them. We challenge our policies, practices and attitudes, including those of our partners, attending students and lecturers. If we see racism, we will not be quiet, we will stand up and take action.

7.2. SUPPORTING LGBT PARTICIPANTS

An important aspect of creating an inclusive environment is the support offered to LGBT participants. Many LGBT participants before attending LIYSF do not feel supported and many report that they do not have an adult at school with whom to talk about being LGBT. This can impact on the mental health and wellbeing of participants and it is therefore important that LIYSF staff members support our students. For many, coming out as lesbian, gay, bisexual, trans or non-binary is a joyful liberation into full selfhood. However, for others it can become a lens through which other issues of personal non-acceptance are magnified. Supporting participants struggling to feel at home within themselves requires careful discernment and caring wisdom.

If participants come out or have questions and confusion around their sexuality or gender identity they will be offered appropriate care and support. LIYSF will make sure that participants know who they can talk to about issues related to their gender identity and sexual orientation.