

South Devon UTC Anti-bullying policy

Document Control

Version	Date	Author	Notes on Revisions
1.0	05/05/2015	Ian Crews	

Owner	Author	Review	Next review	Approval committee
VP	PL	22/5/15 (Annual)	5/16	FGPC

South Devon University Technical College respects and upholds the right of every young person to enjoy all aspects of his or her education here, without interference from other students. Any incident where a student's conduct adversely affects another's ability to enjoy this right is challenged. All students at South Devon UTC are expected to base their behaviour on respect for others, regardless of differences in age, status, race, religion or gender. Bullying, whether mental or physical, is a form of abuse that has no place in at South Devon UTC. All members of the UTC are reminded that they must do all in their power to prevent bullying when it does occur by reporting the matter to a member of the teaching staff. In addition, students are told and reminded that allegations of bullying will always be investigated thoroughly.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can be:

- Emotional – Being unfriendly, excluding and tormenting.
- Physical - Pushing, kicking, hitting, punching or any use of violence.
- Racist - Racial taunts, graffiti, gestures.
- Sexual – Sexual harassment in any form is bullying e.g. unwanted physical contact, sexually abusive comments
- Homophobic - Because of, or focussing on, the issue of sexual orientation.
- Verbal - Name-calling, sarcasm, spreading rumours, teasing.
- Cyber - All areas of internet such as email, internet chat room misuse and mobile phones. The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.
- Prejudice – On the grounds of different interests (or difference/inferior economic status) i.e. students can be bullied for being interested in things (e.g. work, classical music, acting and sport) considered uncool by a group or “in-crowd”

South Devon University Technical College will not tolerate bullying and will seek to deal with it quickly and effectively. We believe all students should be able to work in a caring, supportive environment and bullying has no place in this vision.

It is recognised that all schools are likely to have a problem with bullying at some time. South Devon UTC regards bullying as a particular serious and firm action will always be taken against it.

This policy aims to produce a consistent response by the school to any bullying incidents that may take place.

Procedure

1. Recognising the Signs of Bullying

Staff will watch out for the signs and symptoms of the following forms of bullying:

- physical
- verbal
- indirect, e.g. spreading rumours or social exclusion
- misuse of mobile phones or internet message boards and chat rooms (also refer to the e-safety policy)

The UTC recognises that any student can be bullied but certain factors can make bullying more likely:

- a lack of close friends at the UTC.
- shyness
- race, religion, sexual orientation or social class
- a disability or some other obvious difference, e.g. stammering or acne.

Staff will suspect bullying is occurring if a student:

- becomes withdrawn and anxious
- shows a deterioration in his or her work
- starts to attend the UTC erratically
- has spurious illnesses
- persistently arrives late at the UTC
- prefers to stay with adults

2. Preventing Bullying

The school will take every opportunity to demonstrate to students, through the curriculum and by example, that it is totally opposed to bullying. Staff will not ignore bullying or suspected bullying. All South Devon UTC staff will intervene to prevent bullying incidents from taking place.

South Devon UTC will encourage students to report any incidents of bullying to a teacher or another adult. Students will be told that they may bring a friend with them if they wish. The UTC will ensure that all staff, students and parents, are aware of the anti-bullying policy. Staff will praise and encourage students when they show kindness and consideration to others.

3. Dealing with bullying incidents

Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.

In dealing with bullying, UTC staff will:

- not ignore it
- not make premature assumptions
- listen to all accounts of the incidents
- adopt a problem-solving approach
- make regular follow-up checks to ensure that bullying has not resumed

4. If a Student is bullied

Staff who receive a report of bullying from a student will:

- listen to the student's account of the incident
- reassure the student that reporting the bullying incident was the right thing to do.
- make it clear to the student that he or she is not to blame for what has happened.
- make a note of what the student says.
- explain that the student should report any further incidents to a teacher or other member of staff immediately.

Staff will ask the student:

- what has happened.
- how often it has happened.
- who was involved
- where it happened
- who saw what happened
- what he or she has done about it already.

The information will be referred as soon as possible to the appropriate key stage leader.

5. Advice to Students

The UTC will advise students who are caught up in bullying incidents to:

- stay calm and look as confident as possible
- try to be firm and clear and tell them to stop
- get away from the situation as quickly as possible
- immediately tell an adult what has happened

6. Support Services

Staff will direct students involved in bullying incidents to support within South Devon UTC e.g.

- Form tutor
- Student Support Manager
- Mentor
- Mediation (by Mentors or Teachers)
- Peer Support (buddies)
- Circle of Friends
- Restorative Justice

7. Helping Bullies to Change

Staff will spend time to help students who have bullied others to change their behaviour. If a student is bullying others, staff will:

- talk to the student and explain that bullying is wrong and makes others unhappy.
- discuss with the student how to join in with others without bullying
- talk to the student about how things are going at the UTC, his or her progress and friends
- give the student lots of praise and encouragement when he or she is being kind and considerate to others
- involve parents/carers when appropriate

8. Dealing with Serious Bullying

If the preventative measures and peer support strategies do not succeed, serious bullying will be dealt with under the UTC's discipline policy. The bully may:

- be removed from the group
- be put in detention
- be banned from a school trip or other events where these are not an essential part of the curriculum
- be excluded for a fixed period

In the most serious cases, permanent exclusion may be considered if the bullying:

- involves serious actual or threatened violence against another student
- amounts to persistent and defiant misbehaviour

9. Reporting Incidents

All incidents and discussions with the students involved will be recorded, along with the UTC's response.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to the designated Senior Leader responsible for Child Protection (Vice Principal).

10. Co-operating with Parents and Guardians

South Devon UTC will work with parents in dealing with bullying. Bullying at South Devon UTC is everyone's problem. All staff, students and parents should be aware that bullying exists and share a commitment to combat it and to make the UTC a happier place for everyone.

South Devon UTC will ensure that parents are aware of the anti-bullying policy.

Parents, guardians and families are often the first to detect signs of bullying. Common physical symptoms include headaches, stomach aches, anxiety and irritability.

The UTC will encourage parents who suspect their child is being bullied to make contact with their child's form tutor as soon as possible.

Parents and guardians will be informed of incidents and will be involved in discussions. The school will discuss with parents how they can work together to stop the bullying.

11. Bullying outside UTC premises

Where bullying outside South Devon UTC is reported to school staff, it should be investigated and acted on. The Principal will also consider whether it is appropriate to notify the police of the action taken against a student. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Other related policies:

- Behaviour Policy
- E- Safety Policy
- Safeguarding Policy Child Protection Policy
- Equalities policies

FURTHER SOURCES OF INFORMATION

Department for Education resources:

- Behaviour and Discipline in Schools Guidance
- Make Them Go Away -(A video resource about bullying involving young children with disabilities)
- Let's Fight it Together - (A video resource about Cyber-bullying)

Legislative links:

- Schools' duty to promote good behaviour (Education and Inspections Act 2006 Section 89)
- Power to tackle poor behaviour outside school (Education and Inspections Act 2006 Section 89(5))
- The Equality Act 2010.

Specialist Organisations:

- The Anti-Bullying Alliance (ABA): Founded in 2002 by the NSPCC and National Children's Bureau, the ABA brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.
- Beatbullying: A bullying prevention charity with an emphasis on working directly with children and young people. In addition to lesson plans and resources for parents, Beatbullying has developed the Cybermentors peer support programme for young people affected by cyberbullying.
- Kidscape: Charity established to prevent bullying and promote child protection, which provides advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.
- Restorative justice council

Cyber-bullying:

- ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves.

LGBT:

- EACH: A training agency for employers and organisations seeking to tackle discrimination on the grounds of gender and sexual orientation.
- Schools Out: Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education.
- Stonewall: An LGB equality organisation with considerable expertise in LGB bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers.

SEND:

- Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people.
- Changing Faces: Provide online resources and training to schools on bullying because of physical difference.
- Please note that internal servers may block access to some of these sites. Schools wishing to access these materials may need to adjust their settings.

Associated resources

Behaviour and discipline in schools - a guide for headteachers and school staff

Make Them Go Away

View the video or the guidance document.

Let's fight it together

Anti-bullying Alliance (ABA)

Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.

Beatbullying

The homepage for the charity Beatbullying, which runs the Cybermentors project.

Kidscape

Kidscape is a charity working UK-wide to keep children safe from bullying and sexual abuse.

Restorative Justice Council

Childnet International

The homepage for Childnet

Educational Action Challenging Homophobia (EACH)

Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a freephone helpline.

Schools Out

Stonewall Education for All

Stonewall Education for All campaign – Stonewall's campaign against homophobic bullying

Mencap

Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.

Changing Faces