



DAVENTRY UTC

ANTI-BULLYING POLICY

Status: **Statutory**

Member of Staff responsible: **Sally Kirk**

Associated Policies and documentation:

- Behaviour for Learning Policy
- Code of Conduct
- Equal Opportunities Policy
- Exclusions Policy
- Safeguarding and Child Protection Policy
- Complaints Policy
- SEN and Inclusion Policy
- Attendance Policy

Implementation date: September 2014

Review Date: July 2015

ANTI-BULLYING POLICY

This policy has been developed in accordance with national and local guidelines and is based on an exemplar policy from KIDSCAPE

POLICY

Statement of Intent

Daventry UTC is committed to providing a caring, friendly and safe environment for all of our students so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at the UTC.

If bullying does occur, all students should be able to confide in an adult and know that incidents will be dealt with promptly and effectively. Anyone who suspects that bullying is happening is expected to inform the staff.

Why is it Important to Respond to Bullying?

- Bullying hurts.
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Students who are bullying need to learn different ways of behaving.

Head Teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

Objectives of this Policy

- All Governors, teaching and support staff, students and parents should have an understanding of what bullying is
- All Governors and teaching and support staff know what the UTC policy is on bullying, and follow it when bullying is reported
- All students and parents should know what the UTC policy is on bullying, and what they should do if bullying arises
- As a UTC we take bullying seriously. Students and parents can be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

Prevention

A school's response to bullying should not start at the point at which a child has been bullied. The best schools develop a more sophisticated approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place. Ref: DfE Preventing and Tackling Bullying – 2011 (p5)

Through our Behaviour for Learning Policy & Code of Conduct, involving parents/carers; students; staff, the wider community and outside agencies as relevant, we endeavour to create an ethos of mutual respect and an understanding of the value of good behaviour.

We will use KIDSCAPE methods for helping young people to prevent bullying. As and when appropriate, these may include:

- Helping young people to understand what bullying is
- Anti-bullying week
- Writing a set of school rules
- Use of Assemblies
- PSHE activities

- 1:1 coaching
- Signing a behaviour contract
- Reading accounts about bullying or having them read to a class or Assembly
- Making up role-plays
- Having discussions about bullying and why it matters
- Early intervention with students showing signs of being bullies
- Supporting vulnerable students

PROCEDURES

Guidelines

- All members of the DUTC will report any bullying incidents to the appropriate staff
- Staff will always record incidents of bullying. This will include a record of the nature of the bullying, the names of all involved and the date and time of the incident(s).
- In cases of alleged or reported bullying, parents will be informed.
- Parents of the alleged bully and the bullied may be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying will be promptly and fully investigated
- Every effort will be made to ensure the bullying will be stopped quickly
- Support will be provided until the bully changes their behaviour

Intervention

Members of staff are all responsible for intervention including the gathering of evidence and taking appropriate action.

These may include:

- The bully (bullies) will acknowledge their behaviour and the consequences.
- Mediation / Restorative Justice may be considered
- Action in accordance to the Behaviour for Learning policy
- In serious cases, isolation or exclusion may be considered
- Wherever possible, the students will be reconciled

Follow up

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Parents will be informed of the outcomes and may be invited in for further meetings to support the students involved.

In addition further strategies will be identified to prevent further bullying. These actions may include:

- Involvement in leading PSHE activities
- Mentoring
- 1:1 coaching
- Group work e.g. Social Skills, Anger Management, Self Esteem

Guidance Notes:

What Is Bullying?

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case." Ref: DfE Preventing and Tackling Bullying – 2011 (p4)

Judging whether an action is defined as bullying is based on the balance of probabilities after all the evidence has been collected and examined. Each case will be individually investigated.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet , such as email & IM / internet chat room misuse; Blogs
Mobile threats by text messaging & calls / Skype
Misuse of supported technology , i.e. webcams; camera & video facilities

Signs and Symptoms

A young person may indicate by signs or behaviour that he or she is being bullied. Should a young person exhibit these signs frequently or a combination of these signs, an Adult should investigate:

- age inappropriate behaviour / socially inappropriate
- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine i.e. arriving/leaving school early or late to avoid peers
- is unwilling to go to school (school phobic)
- begins to truant
- emotional turbulence; becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other young people or siblings

- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

HELP ORGANISATIONS

Advisory Centre for Education (ACE) 0808 800 5793

Young Children's Legal Centre

0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)

0845 1 205 204

Parentline Plus

0808 800 2222

Youth Access

020 8772 9900

Bullying Online

www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

This policy is available on request