

PREVENTING BULLYING POLICY

1. Introduction

This policy has been written in conjunction with the statutory requirements from the Education and Inspection Act 2006, the Equality Act 2010, the Children Act 1989 and the DfE Guidance “Safe to Learn”. The Policy should also be read in conjunction with the UTC’s Behaviour Policy.

2. Values and beliefs

We believe that:

- Students have the right to feel secure and safe (emotionally and physically) in school and on their way to and from school. We will investigate incidents of bullying that take place on journeys to and from the UTC in the same way as those that occur at the UTC
- All students are equal regardless of gender, sexual orientation, gender reassignment, race, culture, religious belief, socio-economic group, age, physical, intellectual and other ability or disability
- Students have the right to access help and support in order to prevent them from bullying. We will listen to the bullied and the bully.
- Parents are vital and ‘active partners’ in supporting and implementing our anti-bullying policy
- Violence and retribution solve nothing and will not be tolerated.
- All members of the UTC should ‘communicate with respect
- Bullying, in any form, will not be tolerated.
- A culture of ‘open communication’ helps prevent bullying.

3. Aims of the Policy

The aims of this policy are to encourage a culture of:

- Zero tolerance, by students, staff and parents, to bullying
- Communicating with confidence and respect.
- Raise awareness of bullying issues by identifying:

Types of bullying

Strategies that can be used by students, staff and parents to deal with bullying

- Encourage parents to be ‘active partners’ in our anti-bullying campaign
- Ensure that staff are vigilant and responsive to bullying

4. Definition

What is Bullying?

‘Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally’.

Safe to Learn: embedding anti bullying work in schools (2007).

Bullying is a series of actions that are:

- Deliberately hurtful (including aggression)
- Repeated, often over a period of time
- Difficult for victims to defend themselves against

What does bullying look like?

Bullying can take several forms, but three main types are:

- Physical – hitting, kicking, taking belongings
- Verbal - name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the victim of nasty rumour, sending offensive, abusive or threatening emails or text messages.

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

- A lack of close friends at CEDUTC
- 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 CEDUTC erratically
- Has spurious illnesses
- Persistently arrives late at CEDUTC
- Prefers to stay with adults

Examples of bullying

Bullying by race (racist bullying), gender, and sexual orientation, including homophobic bullying, special educational needs or disability. Incidents can include:

- Verbal abuse by name calling and offensive mimicry
- Physical threats or attacks
- Sending offensive text messages or emails
- Wearing off provocative badges or insignia
- Bringing in to school offensive literature
- Inciting others to bully
- Insulting graffiti or other written insults – against food, music, dress or customs
- Verbal abuse
- Inappropriate and uninvited touching
- Sexual innuendoes and propositions
- Sexual assault
- Looks and comments about intellectual ability

Cyber Bullying

- Cyber Bullying can be defined as: 'the use of information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else'.

We will take seriously, and deal with, any of these incidents or those not listed here that we perceive to be deliberately hurtful. Any student can be bullied; any student can be a bully. The UTC also recognises that staff may be involved in bullying, whether by students, parents or other staff as well as the bullying of students.

4. Strategies for Preventing Bullying

CEDUTC uses the following strategies to promote positive behaviour and discourage bullying behaviour:

- Creating an ethos of good behaviour where students treat one another and the school staff with respect because they know that this is the right way to behave
- Restorative Practices
- Teaching. Using Citizenship and Active Tutorial work to discuss and explore gender relations, sexism and sexual bullying, diversity and difference, race relations and other issues
- IT lessons will teach 'Safe Use of Technology' (including mobile phones, email, and internet). The Acceptable Use Policy (AUP) will also be promoted
- Using the Student, Parent and Teacher Forums to promote and develop anti bullying policy and practices
- Parent/ student information events
- Staff training and development
- Effective recording systems
- Peer mediation
- Multi agency working with Police, Youth Service, Social Services and others.
- Use single sex groupings to explore sensitive issues
- Ensure that the UTC is well supervised both before and after school, break and lunchtimes and lesson changeovers, paying attention to areas where students may be vulnerable
- Making sure that all students are able to access the curriculum and teachers and TA's support students with SEN in subtle ways
- Celebrate success. Celebrating success is an important way of creating a positive school ethos
- The UTC's strategies for preventing bullying will be co-ordinated by the Vice Principal.

5. Sanctions

If students do not respond to positive preventative strategies, then the use of sanctions will be explored in line with the UTC Behaviour Policy.

6. Reporting and responding to incidents or Bullying

CEDUTC encourages students to speak to out against bullying stressing that silence gives power to bullies. This is promoted by tutors, subject teachers and the Senior Leadership team. Students are told to:

- Talk to an adult (tutor, teacher, TA, office staff)
- Use the Anti-Bullying email address

How Parents Can Report Incidents of Bullying

Parents are informed that they can:

- At any time, 'phone the UTC to discuss issues of bullying'. The tutor is usually the first port of call but other staff can be involved.
- Use the Anti-Bullying email address

Actions

In the first instance students and parents will be offered an immediate opportunity to contact a member of staff:

- Statements should be taken
- Staff should reassure the student
- Continuous support should be offered.
- The students' self-esteem and confidence may need to be restored.
- Use of a Restorative Justice meeting
- If the situation is not resolved then the tutor should then be involved
- Persistent or serious misconduct should be brought to the attention of the senior leadership team
- All incidents will be recorded on SIMS

7. Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be notified to and held by the Assistant Principal for behaviour & attendance.

The information held will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy.