Engineering UTC Northern Lincolnshire

Anti-Bullying Policy

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Document History

Version	Date	Author	Note of revisions
V1	12/04/2019	NBD	Re brand, re format, minor alterations
V2	Jan 20	NOH	No changes
V3	March 21	NOH	Updates to what can constitute bullying
V4	March 24	RET	Addition of a procedure for managing persistent bullying

Anti-Bullying Policy

"Delivering academic excellence through outstanding teaching with first class employer engagement to deliver innovative design challenges, to enable our students to be knowledgeable, skilful and able to solve complex problems. Our world-class STEM teaching will deliver competent mathematicians and writers, who can do research, investigate questions and express themselves creatively and confidently as they prepare for their next steps into successful engineering career pathways."

Our Values and Principals

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our college. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly, appropriately and effectively.

We are an anti-bullying college. This means that anyone who knows that bullying is happening is expected to inform members of staff as this is the professional, responsible and loyal thing to do.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional, derogatory name calling of an insulting and/or personal nature, intentionally ignoring someone or making someone feel 'singled out'
- Sarcasm, spreading rumours, teasing, ridiculing, abuse and threats
- Demanding money, material goods or favours by means of threat or force
- Physical pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference
- Racist, homophobic, xenophobic taunts, graffiti, gestures
- Sexually unwanted physical contact or sexually abusive comments
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Means of bullying:

- Verbal or physical – in person
- Via the internet (cyber-bullying), such as email and internet chat room misuse, via group chats on social media platforms
- Via mobile phone, such as threats by text messaging and calls
- Misuse of associated technology: i.e. camera and video facilities

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. The college has a responsibility to respond promptly and effectively to any issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is
- All governors and teaching and non-teaching staff should know what the college's policy is on bullying and follow it when bullying is reported
- All students and parents should know what the college's policy is on bullying and what they should do if bullying arises
- As a college, we take bullying seriously
- Students and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated in our college.

Staff Responsibilities

- To implement procedures to confront bullying of any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action and to refer to appropriate staff
- To record on the events log and in the racist/homophobia record if appropriate
- To share incidents of serious and /or persistent bullying with parents of the victim and bully
- To challenge bullying behaviour
- To facilitate communication and consultation within college and relevant agencies when appropriate
- To promote the use of interventions which are least intrusive and most effective.

Signs and Symptoms

A student may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a student:

- Is frightened of walking to or from college
- Doesn't want to go on their college/public bus
- Begs to be driven to the college
- Changes their usual routine
- Is unwilling to go to the college (school phobic)
- Begins to truant
- 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 on college 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 'lost' lunch or other monies repeatedly
- Has unexplained cuts or bruises
- Comes home hungry (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children 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 and jumpy when a cyber message is received

Procedures

- Report bullying incidents to pastoral staff or relevant members of SLT
- If appropriate, the incidents will be formally recorded by staff (this may include internal logs or on CPOMS)
- All incidents are monitored and reviewed weekly to identify patterns and repetitive behaviours
- In the first instance, staff in school will discuss with the students and explain further actions will be taken if this continues
- If appropriate, parents should be informed and will 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 investigated, so the bullying can be quickly stopped
- An attempt will be made to help the bully (bullies) change their behaviour, using restorative justice work – this may include a meeting between both students, attending a workshop on the impact of bullying and genuinely apologising to the victim
- If possible, and appropriate, the students will be reconciled
- If necessary, external agencies will be consulted and involved
- Students will be monitored for future instances of bullying through report systems
- In serious cases, suspension or even exclusion of the bully will be considered
- We follow a five stage procedure when managing bullying as outlined below:

Stages of the Bullying Procedure	
Stage 1	Conversation with students involved. Make it clear to them that a log will be recorded on the bullying log. Restorative work conducted with students involved if appropriate and all parties are in agreement.
Stage 2	Member of staff issues a warning to the perpetrator and parents/ carers informed. Consequences may be issued and/or social time may be removed. Restorative work is conducted if appropriate and all parties are in agreement.
Stage 3	Head of Year issues written warning and may put on report to them. Parent/ carer meeting with Head of Year. Time spent in internal exclusion and/ or removal of social time at this stage with support in place for the perpetrator in the form of an anti-bullying pack and restorative work. For more serious concerns - PCSO may be brought in to discuss.
Stage 4	SLT member issues warning and conducts parent/ carer meeting. Time spent in internal exclusion and removal of social time and/ or placement or suspension. Restorative work to continue.
Stage 5	Principal issues final warning. Parent/ carer meeting with Principal and/ or governor. Suspension and/ or placement. Potential managed move may be discussed. Restorative work to continue. Incidents that occur after this point may result in permanent exclusion.

Helpful Organisations

- Advisory Centre for Education (ACE) 0808 800 5793
- 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