

## **Anti-Bullying Policy**



@MediaCityUK

**Approved:** September 2015

**Review Date:** September 2019

## 1. Principles and Values

**1.1** UTC@MediaCityUK will create a culture and environment where high standards of behaviour, equal treatment and respect for others is the required norm

**1.2** We believe that for this policy to be effective we must prevent bullying in the first place and this requires UTC@MediaCityUK to be proactive in prevention, awareness-raising and continually alert to risks and the incidence of bullying. Bullying in any form will not be tolerated

**1.3** We believe that:

- All students have the right to be educated in a safe and secure environment protected from others who may wish to harm, degrade or abuse them.
- All staff have the right to work in a safe and secure environment protected from others who may wish to harm, degrade or abuse them
- There is no justification whatsoever for bullying and it should not be tolerated in any form where it affects our students or staff while they are on UTC@MediaCityUK premises or in their lives outside.
- Bullying may indicate that both the victim and the bully have problems that should be addressed in positive and constructive ways
- Effective management and prevention of bullying requires commitment, understanding, time and resources and is a shared responsibility

**1.4** This policy overlaps with and links closely to our policies for behaviour, safeguarding and child protection and we will ensure that the values inherent in all of these will be highlighted and reinforced on a daily basis

## 2. Defining bullying and the legal framework

**2.1** This policy defines bullying as follows:

- Bullying is any interaction between an individual or group of people which is *perceived or intended* to cause hurt, pain, suffering, humiliation or degradation over a period of time
- Bullying behaviour may be by a group or individual. Often that individual or group is perceived by others, or by the victim, to be more powerful
- Bullying may be direct or indirect including violence to the person and/or emotional bullying which may often be even more harmful to the individual
- Direct forms include physical violence and threats; verbal assaults and taunts; the destruction of property; extortion; unwanted sexual interest or contact
- Examples of indirect forms of bullying include ignoring a person and the withdrawal of friendship; excluding them; malicious gossip and spreading rumour; abusive or oppressive graffiti or the use of social media, electronic messages and websites; malicious destruction of students work
- It is often motivated by prejudice against certain groups for example on the grounds of race, religion, gender or sexual orientation, or it may be because someone is adopted or has caring responsibilities
- It might be motivated by 'actual' differences between children, or 'perceived' differences

**2.2** The Education and Inspections act 2006, sets out the UTC's duty to promote good behaviour and prevent bullying

**2.3** The Equality Act 2010 aims to 'eliminate unlawful discrimination, harassment and victimization', 'advance equality of opportunity' regardless of individual backgrounds or characteristics and to 'foster good relations between people' who share a particular characteristic and those who don't. It makes it 'unlawful for any school to discriminate against, harass or victimise a student or potential student in

relation to admissions, the way it provides education for students, the provision of student access to any benefit, facility or service, or by excluding a student or subjecting them to any other detriment’

**2.4** The Children Act 1989, identifies that 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’

**2.5** DfE guidance states that some types of harassing or 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, and the Public Order Act 1986

**2.6** This policy acknowledges that UTC@MediaCityUK also has the power to discipline students, for misbehaviour outside the school premises ‘to such an extent as is reasonable’. This is with regard to bullying incidents occurring, on such as school or public transport, outside the local shops, or in the town centre

**2.7** Cyber-bullying can happen anytime, with a bigger audience, and more accessories. Wider search powers included in the Education Act 2011 provide the specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones

### **3. Objective of this policy**

**3.1** UTC@MediaCityUK will prevent bullying by being proactive in creating an ethos of good behaviour and celebration of a range of examples of success in life. Bullying will be seen as abhorrent

**3.2** Students and staff will develop a clear understanding of how their actions may affect others. This will involve:

- Training staff in being alert to all forms of bullying, physical and emotional and its possible consequences for individuals
- Recognising that it is often very difficult for a victim to report the bullying behaviour because they may fear reprisals
- Ensuring staff are understanding of the issues and causes, confident of how to use positive language effectively and that they regularly raise issues of equality and mutual respect through tutorial time and their teaching
- Modelling respectful communications throughout UTC@MediaCityUK, by staff, students and other adults talking to students about issues of ‘difference’ in PHSE, in lessons, in assemblies and through dedicated projects and events
- Researching information from students’ previous schools, considering the risks inherent in the student cohort and gathering intelligence about issues between students which might provoke conflict
- Using regularly the range of good anti-bullying materials, support of key personnel and resources available from national and partner agencies
- Ensuring that parents and carers are well aware of this policy of zero tolerance and ensuring that the means of reporting bullying is trusted, straightforward and clear, to students and to parents
- Informing parents what measures are being taken to prevent bullying, as well as how incidents are responded to. It is intended that this may also encourage positive messages about good behaviour and respect for others at home
- Offering additional support and guidance to students who are felt to be at risk of bullying or who have suffered from bullying in the past

**3.3** We will address any incidents of bullying by:

- Taking every reported incident seriously and investigating it without delay

- Stopping violence wherever it occurs and ensuring immediate physical safety
- Ensuring all staff record all incidents of bullying and that UTC@MediaCityUK monitors the effectiveness of strategies to bring it under control
- Applying disciplinary measure to students who bully in order to highlight to the whole of the UTC@MediaCityUK community that their behaviour is wrong
- Using strategies that involve UTC@MediaCityUK teaching and support staff, students as peer educators and mediators, parents/guardians and other professionals from other agencies
- Implementing strategies for mitigating the effects of bullying, thus enabling the growth of personal integrity of the individuals concerned

#### **4. Anti-Bullying Strategy**

##### ***Guidelines and Procedures for the Victim***

**4.1** The UTC will offer a sympathetic and supportive response to students who are the victims of bullying. The nature of the response will be determined by the situation and the student's individual needs

**4.2** Responses may include:

- Positive reinforcement that reporting the incident is the correct thing to do
- Reassurance that the victim is not responsible for the behaviour of the bully
- Reassurance that the victim will be involved in the resolution
- Action to stop the incident and secure the student's safety
- Informing/ involving parents or carers
- Wherever possible, mediation between the perpetrator and the victim
- Support from an outside agency who may be able to provide assertiveness training
- Befriending and/or peer mentoring
- Creation of a support group such as 'Circle of Friends'
- Extra tutorial support and regular monitoring
- Arrangements to review progress

##### ***Guidelines and Procedures for the Perpetrator***

**4.3** All UTC@MediaCityUK Staff will take bullying behaviour very seriously

**4.4** Where possible, our first priority will be to adopt a supportive, pragmatic, problem-solving approach that will aim to bring about the elimination of the bullying and to address the aspects of behaviour that led to or caused the problem

**4.5** Responses to incidents of bullying will be proportionate to the nature of the incident. The more serious the concern, the more serious the response, and in situations where other strategies have failed, punishment may be necessary

**4.6** When sanctions are necessary they will be applied consistently and fairly in accordance with the UTC@MediaCityUK's Behaviour Policy

**5.5** Our responses are likely to include and of the strategies below, implemented in proportion to the incident:

- Discussion with the bully to reinforce the message that their behaviour is unacceptable and represents a breach of UTC@MediaCityUK rules
- Mediation between the perpetrator and the victim (provided this is safe for the victim)
- Support in developing alternative ways of behaving in future
- Positive reinforcement to promote change, with, after and appropriate period of time, rewards for students to bring unacceptable behaviour under control
- Loss of lunch and break-time privileges
- Detention within a zone of UTC@MediaCityUK or seclusion within UTC@MediaCityUK

- Temporary or permanent removal from the class or group
- Withholding participation in a trip, sport or other valued activity
- A fixed period exclusion
- Permanent exclusion (in very extreme cases)

## **6. Monitoring, Evaluation and Review**

- 6.1** We will develop a consistent approach to monitoring bullying incidents and we will evaluate whether our approach is effective
- 6.2** All incidents of bullying will be recorded by UTC@MediaCityUK. We will also record the nature of the bullying. We will monitor incident numbers and types and identify any issues, such as where bullying may have recurred between the same students.
- 6.3** An Annual report will be made to the Governing Body indicating any trends that may emerge
- 6.4** The Senior Leader responsible for Behaviour and the Governing Body will evaluate the effectiveness of this policy and agree adjustments to address and concerns. These will be shared with staff, parents/carers and students

### **Monitoring and Review**

The implementation of this policy throughout the UTC@MediaCityUK will be reviewed annually, with all relevant changes clearly identified and a report made to the Governing Body by the Director of Teaching and Progress.

### **Approval by Governing Body and Review Date**

This policy has been formally approved and adopted by the Governing Body at a formally convened meeting.

Signed: \_\_\_\_\_ (Chair of Governing Body)

Date: \_\_\_\_\_ Review date: \_\_\_\_\_