



Policy No: 21. Safeguarding – Anti Bullying and Harassment Policy

Coordinator	Executive Operations Manager
Review Frequency	Annually
Policy First Issued	2014
Last Reviewed	Autumn Term 2016
Date policy considered by External HR Consultant	N/A
Date policy considered by External Solicitor	N/A
Agreed by Governors and adopted on	Due to be approved Jan 18
Does this policy need to be agreed by Governors? If yes, which committee	Yes, Board of Governors
Due for Review	Autumn Term 2017
This policy is communicated by the following means:	
Governors	Governor consultation by email when policy reviewed and agreement
Staff	Policy folders on staff shared drive and in-house training
Parents	Academy website, Parent Evenings
Students	Academy website, assemblies, in lessons

Safeguarding – Anti Bullying and Harassment

1. Principles and Values

UTC@harbourside recognises that all members of the community, staff and students alike have the right to feel safe and secure and that it has a responsibility to keep all members of its community safe from any form of bullying.

“Bullying is the behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally through threats or superior force”

We will create a culture and environment where high standards of behaviour, equal treatment and respect for others is the required norm.

We believe that for this policy to be effective we must prevent bullying in the first place and this requires the college school to be proactive in prevention and awareness-raising and alert to the risks and incidence of bullying.

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 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 is a shared responsibility that requires commitment, understanding, time and resources.

This policy overlaps with and links closely to our policies for behaviour for learning, 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.

The basis for our approach is informed by the latest guidance from DfE ‘Preventing and Tackling Bullying’ October 2014 and by all recent legislation.

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 behavior 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.
- It is often motivated by prejudice against certain groups for example on the grounds of race, religion,

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- 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.

3. The Legal Framework.

The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school’s behaviour policy which must be communicated to all pupils, school staff and parents.

Independent School Standard Regulations 2010

The Independent School Standards Regulations 2010 provide that the proprietor of an Academy or other independent school is required to ensure that an effective anti-bullying strategy is drawn up and implemented.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

Safeguarding children and young people

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 their local authority children’s social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

Criminal law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind 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.

If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

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4. Objectives of this policy

The UTC will prevent bullying by being proactive in creating an ethos of good behavior and celebration of a range of examples of success in life.

Bullying will not be tolerated.

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 understand the issues and causes, and are confident to use positive language effectively and that they regularly raise issues of equality and mutual respect through tutorial time and their teaching;
- Modeling respectful communications throughout the UTC, by staff, students and other adults and talking to pupils about issues of 'difference' 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 when measures are 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.

4.2 We will address any incidents of bullying by:

- Taking every reported incident seriously and investigating it within a reasonable time-frame.
- Stopping violence wherever it occurs and ensuring immediate physical safety;
- Ensuring staff record all incidents of bullying and that the school monitors the effectiveness of strategies to bring it under control;
- Applying proportionate sanctions to students who bully in order to highlight to the whole UTC community that their behaviour is wrong;
- Using strategies that involve school teaching and support staff, students as peer educators and mediators, parents/carers 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.

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5. Anti-Bullying Strategy.

Guidelines and Procedures for anyone bullied.

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.

Responses may include:

- Action to stop the incident and secure the student's safety;
- 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
- Informing / involving parents or carers;
- Wherever appropriate, 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 a 'Circle of Friends';
- Extra tutorial support and regular monitoring;
- Arrangements to review progress.

6.1 Anti-Bullying Strategy.

Guidelines and Procedures for the Perpetrator.

All UTC staff will take bullying behaviour very seriously.

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.

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, sanctions may be necessary;

When sanctions are necessary they will be applied consistently and fairly in accordance with the school's Behaviour for Learning Policy.

Our responses are likely to include any 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 school 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 an appropriate period of time, positive recognition when students bring unacceptable behaviour under control;
- Sanctions in line with our Behaviour for Learning Policy

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7. Monitoring

We will develop a consistent approach to monitoring bullying incidents and we will evaluate whether our approach is effective.

All incidents of bullying will be recorded by the UTC. 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.

An annual report will be made to the Governing Body indicating any trends that may emerge.

The Senior Leader responsible for Behaviour for Learning and the Governing Body will evaluate the effectiveness of this policy and agree adjustments to address any concerns. These will be shared with staff.

This policy will be reviewed annually

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parents/carers and students.

8. Review

This Policy will be reviewed annually