

Anti-Bullying Policy

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Author	ESCC

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Anti-Bullying Policy

Definition of bullying

It is usually defined as repeated behaviour, which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

Bullying can take many forms including:

- Physical assault;
- Teasing;
- Making threats;
- Name calling;
- Cyber bullying.

Bullying can take place whenever and wherever. It will not be tolerated by the school at any point.

All staff should be aware that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but may not be limited to:

- Bullying (including cyberbullying);
- Physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- Sexual violence and sexual harassment;
- Sexting (also known as youth produced sexual imagery); and
- Initiation/hazing type violence and rituals.

Aims

The aim of this policy is to define behaviour which is not acceptable to the school. In terms of the schools intentions, we should collectively aim to:

- Increase awareness and to encourage each other to report concerns regarding bullying and peer on peer abuse;
- Provide protection, support and reassurance for victims;
- Develop the self-confidence and self-esteem of all students;
- Know how to respond to challenging situations effectively (coping mechanisms);
- Promote an anti-bullying ethos amongst the whole College community, including online;
- Involve students in the prevention of bullying by supporting others and standing up for those that need help.

How do we deal with bullying at Uplands?

1. College Ethos;
2. Student Responsibilities;
3. Staff Responsibilities;
4. Curriculum;
5. Incident Management and Reporting.

College Ethos

It will be made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly.

Student Responsibilities

- To feel comfortable in reporting all cases of bullying;
- To stand up for other members of the school community;
- To respect local community and those who live in it;
- To initiate discussion when necessary of the serious topics such as self-harm, racism, homophobia, sexual assault, sexism and approach those discussions with care and consideration;
- To respect everyone at Uplands with respect kindness and love;
- To model the values we believe in;
- To treat everyone on the internet with respect and to report those who do not do so to a member of staff;
- To refrain from getting involved in online arguments;
- To encourage peers to speak to a member of the Friendly Faces team if they are in need of student support.

Staff Responsibilities

- To implement procedure to confront bullying in any form;
- To listen to all parties involved in incidents and evaluate fairly;
- To investigate incidents promptly and as fully as possible;
- To take appropriate action such as referring to Tutors/Head of Year/SLT as appropriate;
- To record in the appropriate students' files and in the racist/homophobia record if appropriate;
- To share with all parents of children involved about incidents of all cases of bullying;
- To implement appropriate procedures for a member of staff – see LA/union guidance;
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour to create an inclusive environment where all students feel comfortable contributing to the lesson;
- To promote open management styles which facilitate communication and consultation with the college and relevant outside agencies when appropriate;
- To model the values we believe in;
- To promote the use of interventions which are least intrusive and most effective;
- To initiate discussion, when necessary, of the serious topics such as self-harm, racism, homophobia, sexual assault, peer on peer abuse, sexism and approach those discussions with care and consideration;
- To take seriously reports of cyberbullying;
- To advertise and encourage the use of the Friendly Face students.

Curriculum

During Ethics and Tutor periods, students are taught to be assertive, considerate and confident. Work is also done to raise awareness of bullying issues in school and online.

Literature, drama, visiting speakers and assemblies are just four examples of places in the curriculum where bullying may be raised, discussed and explored in more detail. It may be appropriate to deliberately do some extra or specific work for whole groups in response to incidents at times.

Incident Management and Reporting

Bullying will be dealt with quickly and fairly. Students can report it to a member of staff.

Contact with parties involved will be made in all cases of bullying.

In the first instance the Tutor will be informed. If serious, the Head of Year and SLT will be notified.

All students involved in persistent bullying cases will complete student statement forms.

The perpetrators will be punished according to Uplands' behaviour procedure system.

Parents should be regularly updated on the situation. Responses will vary depending on the nature of the incident, but may include:

- Assertiveness training (victim);
- Friendly Faces (victim);
- Counselling (Tutor, Head of Year, SLT, School Counsellor);
- Involvement by external agencies;
- Monitoring by Tutor/Head of Year;
- Peer support/peer mentoring;
- Formal recording (racism, homophobia, etc.);
- Use of Behaviour Agreement Contract;
- Community Service;
- Liaison with parents/guardian/social worker;
- Internal exclusion;
- Permanent exclusion.

Sanctions/support will be used as necessary. The seriousness of the incident/whether bullying is persistent or an isolated occurrence will have impact on which stage of Uplands' behaviour procedure system is applied to the perpetrator.

Monitoring and Evaluation

The Head of Year will be responsible for monitoring, reviewing, and updating lessons and resources used in the tutorial programme.

The Assistant Headteacher and Headteacher will monitor the number, type, and results of incident, in liaison with Head of Year, and can be consulted for advice.

Policy Development and Review

This policy document was produced in consultation with the College community, College staff, Governors, and Student Leadership Team. This document is freely available to the entire College community. It has also been made available on the College web site.