



Anti-Bullying Policy

UTC Plymouth Community

UTC Plymouth provides a welcoming, safe and secure environment in which all students can learn successfully. We recognise and share the high aspirations that our families have for their children and we will strive to bring out the best in every child through addressing their unique needs, nurturing their talent and developing their ambition. This policy should be read in conjunction with The Equality Act 2010, which the UTC recognises and implements.

Policy links to Mission, Aims and Values

UTC Plymouth promotes care and respect, and expects high standards in all aspects of College life.

UTC Plymouth aims to build a community clearly based on integrity and the unique value of each individual. We aim to build self-esteem, model conflict resolution, protect the weak and are committed to justice and compassion. Mutual respect and trust are central within the UTC.

This policy, and its associated procedures and protocols, is based on these key principles.

UTC Plymouth seeks to encourage staff and students to aspire to achieve their potential. The College curriculum policy plays a central role in this by:

- Nurturing students; providing opportunities for everyone to reach their potential;
- Empowering students to become independent and responsible students;
- Developing the potential for students especially through the specialisms of Marine Engineering and Advanced Manufacturing; and,
- Providing a flexible framework for learner achievement aiming at all times to meet the needs of each individual

Statutory Framework

By providing a stimulating and safe environment, UTC Plymouth will develop in its students the skills, attributes and knowledge to maximise their potential and encourage them to contribute positively to society.

The Principal has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents/carers and students. Our work on anti-bullying forms part of our commitment to the Government's aim, as set out in Every Child Matters 2003, for

every child, whatever their background or their circumstances, to have the support they need so they are able to learn and develop in a safe environment

Purposes

The purpose of this policy statement is to make clear to students, staff, parents/carers and stakeholders that bullying is a form of anti-social behaviour that the College considers inappropriate and unacceptable in all its forms. We expect all members of our community to accept our definitions of bullying and to work actively with us to eradicate any form of bullying from the experience of staff and students.

- Bullying can include any sort of physical, mental or emotional intimidation of any person by another person (or group) which causes anxiety or damage to the victim. Such behaviour is unacceptable by any member of the College as no person has the right to make another feel uncomfortable, unhappy or stressed.
- Bullying consists of actions such as physical intimidation – bullies get involved in hitting, kicking, taking or hiding someone's belongings, spitting, pushing or physically threatening someone. The person who is being bullied may have experienced being touched by someone against their will, being sexually harassed or feeling pressurised into doing something they don't want to.
- Bullying can be experienced through verbal abuse – bullies demand money or possessions, tease others to torment them, pick on people because of their race, gender, social class or their personal appearance, and bullying also includes taunting others about any disability or their College performance.
- Some students are bullied through being called racist names, or being called any names that cause hurt and humiliation.
- Indirect abuse - spreading hurtful rumours or stories, sending notes or writing graffiti about someone, mocking, excluding someone from friendship groups

Implementation

Bullying is a serious matter and any incidents will be dealt with, as laid down in the anti-bullying procedures. The premise underpinning these procedures is that students will always be listened to by an appropriate member of staff when reporting incidents of bullying.

Expectations of staff

Every member of staff at UTC Plymouth is expected to look for signs of bullying as part of their academic and learner support roles and responsibilities.

- Members of staff will be alert to and notify relevant key staff about patterns of attendance and lateness to the College or to lessons, patterns of sickness, how new students are received by others or changes in friendship groups.

- Subject teachers will be suspicious of any sudden drop in achievement, note instances of withdrawn behaviour and be mindful of unintended consequences when organising groups or teams.
- Staff carrying out duties will patrol areas of the College not normally observable and note any isolated students or instances of inappropriate behaviour.
- Staff will ensure that there is action taken in any situation where parents/carers are suspicious that their child may be being bullied.
- All incidents will be reported by staff and recorded centrally.

Expectations of students

Students will be encouraged to follow a code for reporting any incidences of bullying as follows:

- If you know about someone who's being bullied or you are being bullied yourself you must tell someone – tell your parents, tell your class teacher or personal tutor or any other member of College staff.
- If it is urgent or you are frightened tell the nearest adult you can. If someone is busy ask when you can see them. In any situation which is threatening or dangerous walk away and get help.
- You can help our College to avoid bullying incidents by being friendly towards people you think might be at risk of getting bullied, by not laughing if someone is being taunted or teased, by never joining in threatening or insulting behaviour and by saying that you don't like what's happening if you see bullying.

How the policy will be put into practice

The College will work consistently to promote an anti-bullying message to students. Bullying will always be treated as a problem and a 'problem solving' approach adopted. It is important that we do not bully the bullies. If there are repeated incidents, sanctions will need to be employed. Students must recognise that the College will not accept bullying.

- All staff will praise and encourage positive behaviour and will recognise and promote examples of caring and co-operative relationships.
- Through our own behaviour and attitudes we will show how much we respect every learner in our College and how we appreciate and tolerate diversity and difference.
- We will consistently remind our students that we are committed to providing an environment where all children feel accepted and valued and where they can learn together in safety and security.
- These positive strategies will be exemplified in all of our interactions with students and we will explicitly teach topics in our PSHE programme and as part of our tutorial curriculum that are aimed at promoting understanding of bullying and the harm it can

do. Through these areas of the curriculum we will also teach assertive strategies and skills for students to draw on.

- We will ensure that any sanctions imposed are fair and appropriate and understood by other students.
- We will use College assemblies to promote our positive ethos and to make all students aware of this anti-bullying policy.
- Each subject/learning area will – where appropriate – incorporate this anti-bullying message into their teaching and learning practice.
- A log of incidences of bullying should be kept on each campus and a record of the incident, students involved and actions taken made in the log.

Sanctions for students

In every case, the incident of bullying will be taken seriously and the responses can include some or all of the following:

- All students involved will be interviewed and their statement recorded. This information will always be treated seriously.
- The member of staff dealing with an incident will arrange for all students to meet together with them. At this meeting the students will each be given the opportunity to talk about their perceptions of the incident and their feelings.
- The member of staff, if appropriate, will use this meeting to agree between the students a set of targets to prevent bullying occurring again. (In some cases the staff member will only be able to reach agreement with the students on acceptable ground rules).
- The situation between two or more students requires careful monitoring. Any further incidents must be immediately followed up.
- The tutor/class teacher will always be informed and whenever possible involved in the discussion. Parents/carers will be informed of the incidents and any action taken.

In certain cases of repeated bullying the following sanctions will be applied to those students who have been carrying out bullying behaviour

- The staff member will keep a record of the incident in your file.
- The bully will have to apologise to the person bullied and will have to replace or repair any possessions damaged.
- They will also have to do something to improve things for the person bullied.

Depending on the severity of the bullying incident one or a combination of the following will apply:

- The bully may be placed in detention after College hours or at break or lunchtime and/or put on daily or weekly report.
- She/he may have to be isolated from lessons for a specified limited period.
- In severe cases she/he will be excluded from UTC Plymouth for a fixed term or in the worst cases permanently.
- She/he may be reported to the police if they assault another learner or member of staff.

The Role of parents/carers

All staff at UTC Plymouth are alert for signs of bullying. Our parents/carers will be able to see signs that may make them suspicious about the possibility of their child being bullied.

The following advice is provided for parents/carers:

- You know your child best and some of the signs you might see are that he or she is regularly feeling sick or unwell in the mornings or is reluctant to make the journey to and from the College.
- Some money or possessions may have gone missing or an item of clothing or a bag gets torn. Sometimes a child wants extra pocket money for no particular reason or has unexplained cuts and bruises.
- You will know if your child has unexplained behaviour changes, e.g. becomes moody, bad tempered, tearful and unhappy.
- Some children stop sleeping or have nightmares and others don't want to leave the house.
- Bullying can mean that your child is reluctant to talk openly about College friends and what they do at break times.

Links with external partners/agencies

We believe that effective partnership working is key to the implementation of our aims, values and policy aspirations. In particular this policy relates to our working closely with community groups, the EWO and the local police.

Monitoring and evaluation

Monitoring activities will focus on the extent to which provision for learner well-being enables all students to learn in a safe and secure environment. Therefore, monitoring and evaluation will include quality of provision and impact in relation to:

- Behaviour within and beyond the College
- Views of students
- Views of parents/carers

- Views of stakeholders/partner schools/community groups
- Views of hard to reach groups
- Views of students accessing additional services
- Incidents of bullying
- Incidents of racism
- Incidents of sexism/homophobia
- Religious intolerance
- Feelings of safety/threat/challenge/support

The Principal Directors for Primary and Secondary are accountable for policy and procedures to support anti-bullying and the pastoral teams' primary leaders will co-ordinate systems for providing evidence in relation to the above criteria for benchmarking improvement.

Links with other policy areas

This policy should read in conjunction with the following related policies:-

Allegations against a member of staff

Behaviour Management

e-Learning and ICT

Equal Opportunities (Students)

Home College Agreement

Inclusion

Safeguarding and Child Protection

Spiritual, Moral Social and Cultural

VERSION CONTROL SHEET

POLICY NAME: Smoking Policy

Policy Prepared by: Julie Rae

Document date	Filename	Mtg submitted	Summary of changes required
Apr 13		Curriculum	New Policy