Doncaster UTC: Anti-Bullying Policy
Effective Date: September 2020
Review Date: September 2021

Status	**Statutory**
Responsible Committee	**Local Governing Body**
Author	**Senior Vice Principal**
Target Audience	**All Stakeholders**
Date Policy Agreed	**September 2020**
Review Date	**September 2021**
Principal Signature	
Chair of Governors Signature	

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Doncaster UTC Intent

We are committed to providing a kind, friendly and safe environment for all of our students so they can learn in a calm and purposeful environment, reflecting that of a workplace. Bullying of any kind is unacceptable at Doncaster UTC. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. Doncaster UTC will provide effective communication enabling anyone who knows that bullying is happening to be able to report it to the appropriate member of staff.

What Is Bullying?

Bullying can be defined as behaviour that is intended to hurt someone else either physically or emotionally. These behaviours are usually persistent and is often hidden, and is a conscious attempt to hurt, threaten or frighten someone. Bullying is often aimed at certain groups, for example because of race, religion, gender or sexual orientation.

The following list provides examples of bullying, but this list is not exhaustive;

- **Emotional**: Derogatory name calling of an insulting and/or personal nature. 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**: racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or sexually abusive comments
- **Gender** (sexist bullying):
    - Sexual orientation (homophobic or biphobic bullying) is unacceptable
    - Gender identity (transphobic bullying) is unacceptable
- **Verbal**: name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- **Cyber:** All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

Why can we not accept bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. When adults and children respond quickly and consistently to bullying behaviours, they send the message that it is not acceptable. Research shows this can stop bullying behaviour over time.

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 Doncaster UTCs policy is on bullying and follow it when bullying is reported.
- All students and parents should know what Doncaster UTCs stance is on bullying and what they should do if bullying arises.
- Provide assurance that parents and students will be supported when bullying is reported.

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 Mentor/Learning Manager/SLT as appropriate
- To record on the events log anyincidents of racist/homophobia/biophobia/transphobia bullying if appropriate
- To share with parents of the victim and bully, incidents of serious and /or persistent bullying
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within the relevant UTC 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 their UTC
- doesn't want to go on their UTC / public bus
- begs to be driven their UTC
- changes their usual routine
- is unwilling to go to their UTC (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 UTC 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 lunch or other monies continually 'lost'
- 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 & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

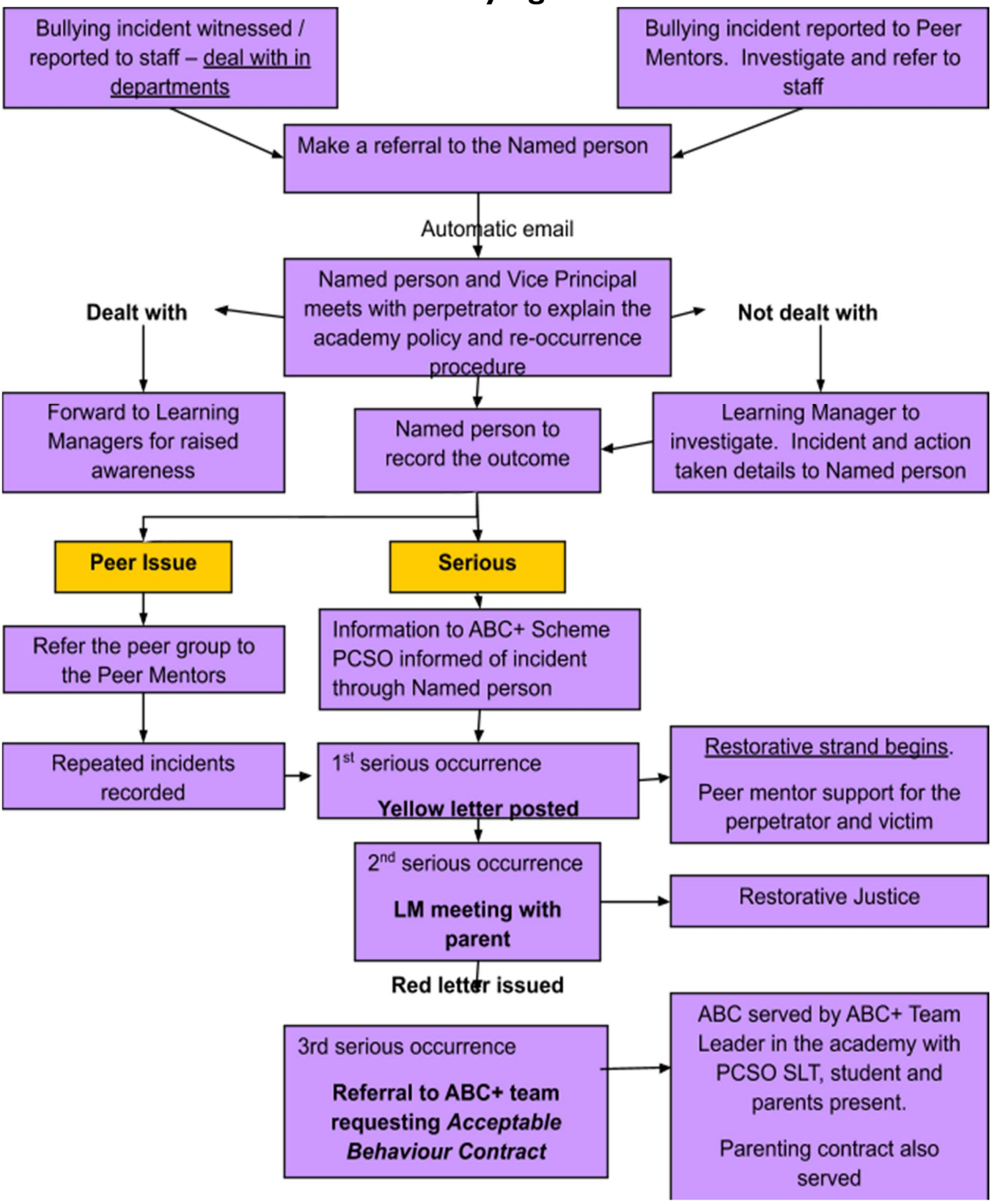
Procedures

1. Report bullying incidents to staff or Learning Manager or SLT
2. In particular cases of bullying, the incidents will be recorded by staff.
3. In particular cases parents should be informed and will be asked to come into a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. Bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Possible Actions

- The bully (bullies) may be asked to genuinely apologise. Other consequences such as those in our behaviour policy may take place.
- Assertive training
- Counselling (Mentor, Learning Manager, SLT, other)
- Use of report
- Involvement of external agencies
- Monitoring by Mentor/Learning Manager
- Peer support/peer mentoring
- Formal recording (racism/homophobia)
- Use of behaviour contract
- Liaison with parent/carer/social worker
- In serious cases, internal or external exclusion will be considered by the Principal
- If possible, the students will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Anti-Bullying Actions



Prevention

We will use methods for helping children to prevent bullying. As and when appropriate, these may include:

- following the "Focus" behaviour policy
- signing a behaviour contract
- having discussions about bullying and why it matters with a Teacher or Learning Manager
- meeting with parents/carers or other outside agencies
- involving social workers or the education psychologist

Helpful Organisations:

Advisory Centre for Education (ACE)

By phone: 0300 0115 142

By Email: enquiries@ace-ed.org.uk - for general enquiries about ACE and its services

Children's Legal Centre http://www.childrenslegalcentre.com/

KIDSCAPE Parents Helpline

By phone: 020 7730 3300

By phone: 020 7823 5430 (Mon-Tues, 10am-5pm)

Parentline Plus

By phone: 0808 800 2222

Youth Access

By phone:: 020 8772 9900

By Email: admin@youthaccess.org.uk

Bullying Online www.bullying.co.uk