

Anti-Bullying Policy

Introduction

The Anti-Bullying Policy draws on principles and advice presented in the DFE Publication: Preventing and Tackling Bullying: Advice for head teachers, staff and governing bodies, July 2013.

We believe that children have a right to be protected in school from all types of bullying, which we define as:

Behaviour by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally.

The UTC recognises that bullying can take a variety of forms (for instance, cyber bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation. It may be motivated by actual or perceived differences between individuals or groups.

Ethos of the Liverpool Life Sciences UTC

A key aim of the Liverpool Life Sciences UTC is to encourage and support children in their progress toward self-discipline and consideration of others.

Our guiding premise is that externally imposed discipline, whilst it may be necessary in certain instances, is a reactive response to that which has already happened. It is, therefore, of limited efficacy in addressing the prospective and long-term social needs of students. Much better is positively to encourage:

- (a) courtesy
- (b) honesty
- (c) endeavour
- (d) self-discipline.

Such encouragement should be delivered through day-to-day lesson-contact with each individual student and through whole Liverpool Life Sciences UTC life both curricular and extra-curricular.

Teachers should praise behaviour which reflects the values set out above linking it very positively with the teacher's personal approval. Behaviour which is discourteous, dishonest etc. should be linked equally positively with personal disapproval. We should harness and develop the student's natural desire for approval to produce appropriate responses.

Praise of a public nature should be used in group meetings and especially in assembly to give public acknowledgment of achievement and things done showing whole-school

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approval of the standards we seek to reinforce. Disapproval and the open acknowledgment of personal responsibility for our actions should similarly be part of our society.

Rewards and punishments will be applied fairly and consistently.

Policy Purposes

1. To stop violence and ensure immediate physical safety of all students
2. To prevent and stop emotional bullying
3. To provide children with an effective means of tackling bullying by giving them an explicit support service.
4. To foster respect for others.
5. To give a clear message to all children that bullying, in any form, is completely unacceptable.
6. To indicate to all children the possible sanctions this could be used to deal with bullies.

Guidelines

Bullying is unacceptable. All instances of bullying should be dealt with seriously using procedures outlined in the UTC Behaviour Policy.

As a UTC we recognise that it is not only vital to deal with bullies quickly and effectively, but also recognize that offering support for children who are bullied is of equal importance.

All staff should be aware that bullying may have a long-term effect on the student's happiness and ability to learn effectively.

All staff should be aware of the signs of bullying and take responsibility for ensuring victims of bullying are listened to and incidents acted upon.

Reassurance will therefore need to be ongoing after an initial explanation of how the bully is to be punished.

Sometimes it will be appropriate for both parties to be brought together for reconciliation.

Students who have been bullied should be encouraged to talk to their parents about the situation even though they will have been contacted officially by the school.

Students must be able to report further incidents of bullying if the initial punishment doesn't produce total success. They should be encouraged to tell any member of staff with whom they feel comfortable.

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Regular monitoring of the bullied child should be carried out by the Academic Tutor, The Head of House, and the Director of Inclusion. These staff will also recommend a safe base for the child to use at break times and lunch if they so wish. e.g. the Library or a Supervised Curriculum area.

If it looks as if it would be helpful, this base could also be the venue for the child to discuss issues with a circle of friends. In serious cases the Educational Psychologist may lead these group discussions. Friends will not only provide support but they will also be in a position to pass on important information to staff.

Whether it be in a group sessions or in the form of individual advice, the bullied child will be given specific guidelines to follow by way of support e.g. look confident, 'walk tall', don't retaliate, avoid being alone and always report bullying.

Summary:

1. Children who are victims of bullying should be supported to speak with:
 - the Tutor
 - the Head of House
 - the Director of Inclusion
 - any member of staff.
2. Reported instances of bullying will always be treated seriously by the staff and investigated.
3. Once an instance of bullying has been substantiated, the aim will always be to resolve the problem quickly and effectively.

If the bully accepts the injustice of his/her actions, a verbal (calm) **EXPLANATION** of why it is unacceptable is often enough as long as both the bully and the victim are aware that the situation will be monitored.

4. Persistent bullying should involve the parents of both the victim and the bully and until the situation has been successfully resolved one or more of the following sanctions may be involved:
 - isolating the bully at break/lunchtime
 - withdrawing the bully from lessons
 - liaising with the Student Manager about further/more serious sanctions, for example:

- (i) involvement of external agencies
- (ii) formally recording the incidents on the Record File

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(iii) possible exclusion by the Principal.

- 5 Use of student support counsellors to support both the bully and the bullied, referral to external agencies such as child and family services, nursing services, behaviour management services will be considered if appropriate.
- 6 The Liverpool Life Sciences UTC has access to an on-line students reporting system which is monitored by the Inclusion Leader where students can report any incidents of bullying that they see anonymously and this can be investigated by the House Managers.
- 7 The UTC Students may also use student surveys to report bullying. This will show the trends and the frequency of bullying and the UTC can evaluate whether its active policies of intervention and education are working.
- 8 On-line and cyber-bullying is dealt with in the e-Safety Policy.
- 9 All students who are bullied or are bullies will undergo restorative justice programme where the students can be helped to understand the pain they cause and to help them address the bullying.

Ultimately, school should be a safe place and bullies will be dealt with through the Liverpool Life Sciences UTC disciplinary procedures as outlined in the Behaviour Policy.

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