



**Health
Futures**
UTC

Anti-Bullying Policy

Review and approved: 2015

HEALTH FUTURES UTC

ANTI-BULLYING POLICY

1. Introduction

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.” Preventing and tackling Bullying (DFE October 2014).

Health Futures UTC (the UTC) recognises the harm that is done by bullying and seeks through the operation of this policy to reduce or remove bullying from its community. Bullying takes many forms but its intention is to cause harm or distress, often focussing on differences between a student or students and others. Whatever the form or motivation of the bullying it will not be tolerated at the UTC and we will do all we can through prevention, reporting and re-education to eradicate it from our community.

We also recognise that bullying can take place away from the UTC and at times when we are not open. This includes cyber-bullying which can be particularly pernicious as it invades a person’s home. Bullying that effects members of our community will be dealt with by the UTC wherever and whenever it occurs.

2. Prevention

The UTC believes that we can and should prevent and reduce bullying through our culture and ethos, the education of our community and by providing early intervention and support. As such we will:

- Actively promote and enforce our ethos and code of conduct which includes respecting the needs and rights of others
- Develop a caring culture which rejects bullying as a behaviour
- Celebrate and explain the differences between individuals and groups, recognising the value that diversity brings to our community
- Train our staff so that they are an effective source of support and intervention
- Ensure that bullying and equality issues are central to our PSHE and tutorial programmes
- Educate our students about issues of e-safety and enforce our IT policies
- Provide effective support that ensures bullying does not recur or persist after it has been identified
-

3. Signs of Bullying

Bullying can take place under the radar and young people who are being bullied are sometimes reluctant to seek help. The following are possible indicators that a student is being bullied:

- They are frightened of walking to or from the UTC
- They don't want to use public transport
- They change their routine.
- They become school-phobic or truants
- An Increase in anxiety or loss of confidence
- They self-harm or talks/writes of suicidal thoughts
- They start to underachieve
- There is damage or loss of personal belongings
- They starts stealing money from home/elsewhere
- They shows signs of physical abuse
Their home behaviour changes – they stop communicating
- Their eating patterns are disrupted
- They becomes nervous of internet or mobile phone usage

If you are concerned about someone report it.

4. Reporting Bullying

If bullying does occur it is important that it is reported quickly and interventions are put in place. Any member of our community can report bullying and must know that such reports will be taken seriously and be dealt with promptly, fairly and effectively. The following reporting procedure should be followed:

As a student:

1. TELL someone! Tell your parents/carers - in the UTC tell staff - your tutor or anyone else you trust. If they are busy, make a definite appointment to see them. If it is easier/less embarrassing, email them!
2. Avoid situations which put you at risk.
3. If you are in that situation, explain clearly and loudly that you don't like what is going on - walk away from the situation and get help!
4. DO NOT BLAME YOURSELF FOR WHAT IS HAPPENING.
5. If you see someone being treated in this way, don't join in, TELL an adult what you have seen/heard.

As a parent/carer:

1. If you believe your son/daughter may be being bullied or abused talk to them calmly about what is happening and record what they say. Take note of **who** is involved, **when** it has occurred and **where it has taken place. Contact the UTC immediately and ask to speak or see a senior member of staff.**
2. Please reassure your son/daughter that they have not done anything wrong and that they shouldn't blame themselves.
3. Similarly, please do not encourage your son/daughter to hit back or retaliate - our experience shows that this behaviour does not improve the situation.

4. If the behaviour is only happening outside of UTC, it may be that you need to consider involving the Police, as well as informing the UTC.

As a member of staff:

1. All members of staff need to respond to incidents of a bullying ensuring safety and support for all the students involved. Incidents should be recorded with as much detail as possible on Progresso.
2. **If at any point a member of staff has a safeguarding concern this should be reported to the DSL.**
3. Otherwise the matter should be passed to a member of the senior team for investigation and resolution.
4. Written accounts will be taken and recorded centrally on Progresso and all copies kept on the files of each student.
5. Parents/carers should be involved ASAP and asked to come to Academy at the earliest possible opportunity.
6. The context and previous history will determine whether incidents are handled within Academy or by outside agencies including the Police.
7. Dependent on the level of intervention necessary to positively change behaviours, firstly mediation and then monitoring of the ongoing situation needs to take place from the perspective of both the victim and perpetrator with feedback to parents/carers.

5. Support and intervention

When bullying occurs there are victims and perpetrators. Both groups require support, the nature of which will vary from case to case but our goals are:

- To ensure that bullying does not recur
- To ensure that the victim can move on from the bullying without fear and having had the damage caused acknowledged and rectified
- To ensure that the perpetrator recognises the fault in their behaviour and the hurt it has caused
- To ensure that the perpetrator understands the seriousness of their behaviour (including possible criminality) and accepts the consequences
- To ensure that any damage done to our community is repaired

This means that we will listen and respond to the needs of all parties. This may mean involving outside agencies for further support.

6. Sanctions

Sanctions will be applied in line with our Behaviour policy, taking into account the harm caused, the record of the perpetrator and the best interests of the UTC community.

7. Monitoring Evaluation and Review

Incidents of bullying will be monitored by the Senior Team to measure the effectiveness of our prevention and intervention strategies.

Students will be surveyed for their perceptions of behaviour at least every two years.

The Principal will report to the Governors relevant aspects of the working of the policy as appropriate.