

UNIVERSITY ACADEMY OF ENGINEERING SOUTH BANK

Anti-Bullying Policy

Introduction

Bullying may be defined as “deliberately” hurtful behaviour usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are physical, verbal and emotional. The use of mobile phones, email and web-based chat-rooms has led to the rise of cyber-bullying, which may be defined as the ‘sending or posting of harmful or cruel text or images using the internet or other digital communication devices.

Bullying can take different forms. The following are examples of different types of bullying behaviour:

- physical aggression such as hitting, kicking, pushing or tripping;
- interference with another’s property, causing deliberate damage or theft to that property;
- verbal, for example, through racist, homophobic or sectarian remarks, threats, name calling or demeaning comments, gender re-assignment;
- emotional hurt, through isolating or excluding an individual from the activities and social acceptance of her/his peer group or through passing notes or spreading rumours;
- intimidation and harassment, for example, through pressure from members of a group against an individual so that she/he feels uneasy or frightened;
- cyber-bullying, for example, through the mobile phone cameras, emails, chat rooms, instant messaging and websites.

Aim

At University Academy of Engineering South Bank we believe all students have a right to be educated in an atmosphere in which they feel valued, secure and supported by each member of the community. The values of the Academy emphasise respect for each individual and to encourage honesty and openness. By its nature, bullying is contrary to these values and is unacceptable.

We accept that bullying is a whole Academy issue which requires a consistent approach from a wide range of people. Preventing and countering bullying requires an awareness of bullying type behaviour and a collective vigilance on the part of all members of the Academy community.

The Anti-Bullying Policy aims to:

- Help in the understanding of what constitutes bullying-type behaviour
- Indicate approaches to preventing bullying and to responding to bullying-type behaviour.

Operation

The Academy Community

Each member of the Academy community has a role to play in helping to prevent bullying and in creating an atmosphere in which it is not allowed to develop.

At the Academy, action will be taken to prevent bullying in the following ways:

- by promoting and maintaining an ethos that encourages consideration and respect for others and which is firmly based on the values of Academy
- by educating students about the boundaries of appropriate behaviour towards others and addressing bullying and related issues through SMSC PSHE Pastoral sessions, Citizenship, mentoring and assembly programmes
- by ensuring effective supervision of locations within the Academy where bullying is likely to occur and highlighting to students, with the support of families, the importance of appropriate behaviour when travelling to and from the Academy
- by liaising with other support agencies as appropriate, some of whom are on site
- by encouraging a strong sense of belonging to the Academy through participation in enrichment activities
- by having clear procedures for responding to bullying, which are kept under regular review.

Procedures for dealing with bullying

Bullying is unacceptable and a culture of openness is the best way to counter such behaviour. It is the responsibility of each member of the community – students, employees and parents or carers – to report instances of bullying, or suspicions of bullying, in the understanding that all such reports will be listened to and taken seriously.

In each instance, the priority should be that the bullied individual feels supported and that the individual/s responsible for the bullying are made aware that their behaviour is unacceptable and the bullying stops.

The precise action for dealing with an incident will vary. However, the following broad guidelines apply:

- Instances of bullying or suspicion of bullying should be reported by students, families or Academy employees. Bullying can be reported through...
 - Email safeguarding@uaesouthbank.org.uk
 - 'Concerns Box' drops
 - Speaking to any member of staff
 - Students can visit our Early Intervention Coordinator in the LRC (Tuesday, Wednesday and Friday mornings from 8am – 8.30am) if they have questions or concerns regarding disputes, friendship break-ups or bullying
- Student Services will log all bullying incidents and then investigate all referrals
- Students directly involved will be asked to give a written account of the incident
- Families of all students will be contacted promptly
- If necessary, referrals to outside agencies will be made in accordance with procedures

- The students bullied will be given practical advice and support
- An appropriate response will be made, and recorded, with regard to the individual/s responsible

Response to bullying

A range of responses may be used in dealing with bullying. The response(s) to be used will depend upon the severity of and persistence of the bullying being perpetrated. It is intended that the person responsible will learn from what has happened and change her/his behaviour. Education and raising awareness are effective ways of challenging bullying and encouraging individual students to take responsibility for their own actions.

This may include the student's involvement in a programme of mentoring, counselling, community service or referral to an outside agency. Teaching group activities, themes of the week and assemblies may also be used for this purpose.

In addition, sanctions, in line with the Behaviour for Learning Policy, to be considered are:

- verbal reprimand from teacher, Student Services or a member of SLT
- verbal and/or written apology
- After school detention
- Internal exclusion
- fixed term exclusion
- permanent exclusion

Signs and Symptoms

The following signs MAY suggest that a student has been bullied and that the situation warrants investigation:

- Unwillingness to attend the Academy/truancy
- Anxiety about travelling to and from the Academy / avoiding regular travelling times
- Underachievement
- Loss of concentration/ enthusiasm/ interest in Academy / changed behaviour
- Repeated non-specific reasons for Surgery visits – headache / stomach ache
- Unexplained changes in mood especially before returning to the Academy after holidays / weekends
- Physical signs of anxiety – stammering / nightmares / sleep difficulty / loss of appetite / nausea / withdrawal
- Physical bruising / torn clothes
- Loss of self-esteem / confidence / mood swings
- Reluctant to say what is wrong.

Students

The Academy encourages students to show respect, openness and honesty in their relationships with all members of the Academy community.

The Academy encourages students to:

- Say **NO** to **BULLYING**
- Know and understand what bullying means and the consequences of bullying type

behaviour

- Be active not passive – speak out / tell / report incidents of bullying
- Listen to, support and help bullied students
- Develop a range of assertiveness strategies to use in the event of a bullying situation.
- Take personal responsibility
- Take collective responsibility
- Develop loyalty to the Academy and students within it.

Monitoring and Evaluation

The Principal is responsible for monitoring the operation and effectiveness of the Academy's Anti-Bullying Policy.

APPENDIX 1

Anti-Bullying – Information for Families, parents and carers

What is bullying?

Bullying is if individuals or groups are:

- calling your child names
- threatening him/her
- pressuring your child to give someone money or possessions
- hitting your child
- damaging your child's possessions
- spreading rumours about your child or your family
- using text, email or web space to write or say hurtful things about your child (cyber bullying).

It is also bullying if your child feels hurt because of things said about their ethnic background, religious faith, gender, sexuality, disability, special educational need, appearance or specific issues in your family.

What should you do if your child is being bullied?

You should contact your child's Community Leader as soon as possible to explain your concerns. It would be most helpful if you could ensure you have as many details as possible, including dates, places and names.

The Community Leader will investigate your concerns and will aim to communicate their findings with you within 24 hours of your original contact.

What will the Academy do?

The Academy does not tolerate bullying. This is what we do about bullying:

- work to make sure that the person being bullied is safe
- work to stop the bullying happening again
- provide support to the person being bullied; and
- take actions to ensure that the person doing the bullying learns not to harm others.

What to do if you feel the situation has not been resolved appropriately

If you feel your concerns are not being addressed appropriately by the Community Leader you should:

- Contact the Senior Leader of Student Student Services to explain your continued concerns
- If you remain concerned you should contact the Principal to explain your continued concerns
- If you are still concerned you should make an appointment to meet the Principal to discuss your concerns
- If you remain unhappy with the response from all staff above you should put your concerns in writing to the CEO of the Trust.

APPENDIX 2

Anti-Bullying - Information for Students

What is it bullying?

Bullying is if you feel hurt because individuals or groups are:

- calling you names
- threatening you
- pressuring you to give someone money or possessions
- hitting you
- damaging your possessions
- spreading rumours about you or your family
- Using text, email or web space to write or say hurtful things (cyber bullying).

It is bullying if you feel hurt because of things said about your ethnic background, religious faith, gender, sexuality, disability, special educational need, appearance or issues in your family.

The Academy does not tolerate bullying.

This is what we do about bullying:

- make sure that the person being bullied is safe
- work to stop the bullying happening again and
- provide support to the person being bullied.

What should you do?

Talk to someone you trust and get them to help you take the right steps to stop the bullying.

If you feel you are being bullied:

- try to stay calm and look as confident as you can;
- be firm and clear — look them in the eye and tell them to stop;
- get away from the situation as quickly as possible and
- tell an adult what has happened straight away or, if you do not feel comfortable telling an adult, tell another student.

If you have been bullied:

- tell your Community Leader, Student Services or another adult at the Academy;
- tell your parents or carers and ask them to contact your Community Leader to explain your concerns;
- if you are scared to tell your Community Leader or another adult at the Academy on your own, ask a friend to go with you.
- If you feel that the adult you have spoken to has not acted, tell another adult at the Academy (ideally this should be a member of SLT)

- If you still feel the situation is not being dealt with first talk to the Senior Leader of Student Services or a member of SLT
- don't blame yourself for what has happened.

When you are talking to an adult about bullying be clear about:

- what has happened to you;
- how often it has happened;
- who was involved;
- who saw what was happening;
- where it happened and
- what you have done about it already.

If you find it difficult to talk to anyone at the Academy or at home, ring Child Line on **free phone 0800 1111**. This is a confidential helpline. If you are hard of hearing you can use the **text phone 0800 400 222**. You can also write to Freepost 1111, London N1 0BR. The phone-call and letter are free.

APPENDIX 3

Anti-Bullying - Information for Staff

What is it bullying?

Bullying is if individuals or groups are:

- calling them names
- threatening them
- pressuring them to give someone money or possessions
- hitting them
- damaging their possessions
- spreading rumours about an individual or their family
- using text, email or web space to write or say hurtful things (cyber bullying).

It is also bullying if someone feels hurt because of things said about ethnic background, religious faith, gender, sexuality, disability, special educational needs, appearance or issues in their family.

The Academy will not tolerate bullying.

This is what we do about bullying:

- make sure that the person being bullied is safe
- work to stop the bullying happening again and
- provide support to the person being bullied.

What should I do if I see bullying taking place?

- make sure the child being bullied feels safe
- Challenge the bullying behaviour
- Inform the students' Community Leader, a Leader of Learning or Student Service immediately

APPENDIX 4

Students and parents or carers can contact the following organisations for information and support:

- **Anti-Bullying Campaign**
Helpline: 020 7378 1446 (9.30am – 5.30pm)
This organisation produces leaflets and information for parents.
- **Child Line**
Freepost 1111
LONDON
N1 0BR
Free phone: 0800 1111
www.childline.org.uk
This is a 24-hour helpline for children and young people who wish to discuss their problems. They also welcome calls from young people who are engaged in bullying type behaviour.
- **Kids cape**
152 Buckingham Palace Road
LONDON
SW1 9TR
Helpline for Parents: 0171 730 3300 (10.00am – 4.00pm Monday – Friday)
www.kidscape.org.uk
They provide free leaflets and booklets for parents and teenagers about bullying.
- **National Child Protection Line**
Free phone: 0800 800 500
This is a 24-hour helpline for anyone concerned about a child at risk of abuse (including bullying). A child may also use this helpline.
- **National Society for the Prevention of Cruelty to Children (NSPCC)**
Helpline: 0808 800 50000
www.nspcc.org.uk
- **British Association of Counselling & Psychotherapy**
BACP House
15 St John's Business Park
Lutterworth
Leicestershire LE17 4HB
United Kingdom

Telephone: 01455 88 33 00
Members of BACP have experience of a wide range of counselling. Write enclosing a self-addressed envelope for a list of counsellors in your area.