Anti-Bullying Policy

North East Futures UTC has been established to change the education, skills and employment paradigm in our IT and Healthcare Science sectors in the North East. It provides the opportunity for young people from all the communities in this region to benefit from its specialist provision.

The Board of Trustees, Local Governing Body and all the North East Futures staff are committed to a policy of equality and aim to ensure that all students, employees, job applicants, other member of the school community and visitors are treated fairly and with respect.

We aim to give equal access to the high-quality educational opportunities we provide and to ensure that everyone feels that they are a valued member of the school community. We seek to create a safe and happy environment where all our students can flourish and where social and cultural diversity are celebrated.

Reviewed by:	LGB
Frequency of policy review:	Triennially
Last Reviewed:	June 2024
By Dan Sydes	
Ratified by Local Board of Governors on:	19 June 2024
By Derek Marshall	
Next Review Date:	June 2027

1. Introduction

Bullying may be defined as "deliberately" hurtful behaviour usually repeated over a period, 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. Cyber-bullying may be defined as the 'sending or posting of harmful or cruel content 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 his/her 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 s/he feels uneasy or frightened;

- cyber-bullying, for example, through the mobile phone cameras, emails, chat rooms, instant messaging and websites.

2. Aim

At North East Futures UTC (UTC) 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 UTC 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 UTC 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 UTC 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.

3. Operation

The UTC Community

Each member of the UTC 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 UTC, 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 UTC;

- by educating students about the boundaries of appropriate behaviour towards others and addressing bullying and related issues through the Curriculum and pastoral care;

- by ensuring effective supervision of locations within the UTC where bullying is likely to occur and highlighting to students, with the support of parents / guardians, the importance of appropriate behaviour when travelling to and from the UTC;

- by liaising with other support agencies as appropriate, some of whom are on site;

- by encouraging a strong sense of belonging to the UTC 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, staff and parents / guardians – 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 (victim) 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 and the code of conduct, behaviour policy and UTC Behaviour Strategy will apply. However, the following broad guidelines apply:

- Instances of bullying or suspicion of bullying should be reported by students, parents / guardians or UTC staff to the appropriate Senior Leader

- The Senior Leader will investigate, in liaison with the Principal and the Assistant Principal (as necessary);

- Students directly involved will be asked to give a written account of any incidents;

- Parents / guardians of all students will be contacted promptly;

- If necessary, referrals to outside agencies will be made in accordance with procedures;

- The students being bullied (victims) will be given practical advice and support;

- An appropriate response will be made, and recorded, about the individual/s responsible (bully);

- The situation will be monitored and reviewed after one month by the Senior Leader to ensure the welfare of all students involved.

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 his/her 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 activities and assemblies may also be used for this purpose.

In addition, sanctions, in line with the Behaviour Policy and the Behaviour Strategy at the UTC will apply.

Signs and Symptoms

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

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

Students

The UTC encourages **Students** to show respect, openness and honesty in their relationships with all members of the UTC community.

The UTC encourages students to:

- Be part of the anti-bullying culture**.**
- 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 UTC and students within it.

Monitoring and Evaluation

The Local Board of Governors and Principal will monitor the operation and effectiveness of the UTC's Anti-Bullying Policy.

Version Management

Version	Date	Key Changes
2024	11-6-2024	Removed out of date appendices Simplified definition of cyber bullying Changed Behaviour Guidelines to Behaviour Strategy