

# UPPINGHAM COMMUNITY COLLEGE

## ANTI-BULLYING POLICY

**Bullying is a form of anti-social behaviour that has no place in this College.**

'Bullying can be defined as an abuse of power by at least one person through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to another person.'\*

\*As agreed by the students of UCC, November 2016.

### Aims of the Policy

In line with the College Charter, the main aim is that everyone will act with courtesy and consideration to others at all times.

We seek to minimise the opportunities for bullying to occur.

When bullying does occur, everyone should have strategies for dealing with it effectively.

**All** members of the school community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious effect on self esteem, emotional and mental health, which in turn prevents the achievement of full potential and can seriously affect life chances.

**Bullying**, in any form, will not be tolerated at our College. As a "listening and telling" school we are committed to the creation of a positive and safe learning environment for all.

Bullying can be:

**Physical** - hitting, kicking, stealing or hiding belongings, sexual assault.

**Verbal** - name calling, insults, offensive or sexual remarks, threatening language.

**Indirect** - social exclusion (isolating somebody), spreading rumours or stories, graffiti, defacing property, displaying literature or materials of a racist, sexist or pornographic nature. It can include offensive or abusive text or internet messages.

### **Purpose of the Policy:**

- To promote the College's aims and values.
- To develop a positive and safe learning environment in which bullying will not be tolerated.
- To promote inclusion, mutual respect, self-esteem and self worth in order to meet the physical, emotional and mental health needs of all members of the College community.
- To raise the standards of behaviour and levels of achievement of all.

### **Guidelines for implementing this policy:**

- The policy will be monitored and evaluated annually by the Heads of Year and Senior Management with input from the College Council.
- There needs to be recognition that anyone can be a bully or victim and that bullying can take many forms.
- It is recognised that the Principal and Governing Body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy.
- All staff will respond to student, staff or parental concerns seriously and support the agreed procedures.

### **Additional guidelines**

- Students should be encouraged to tell of their experiences.
- Students should be aware of a range of people who are willing to listen and help, including teachers, parents and Peer mentors.
- Students should be made aware of strategies that they can employ to deal with incidents. This will be part of tutorial and of PSE work.
- The 'no blame approach' will be considered as the initial strategy for bullies where appropriate.
- If the 'no blame approach' fails and further bullying occurs, sanctions will be applied. These will include progressive use of verbal and written warning, detentions and if necessary exclusion.  
N.B. Flexibility is required for individual case 'severity'. Some instances of bullying will warrant the immediate use of the most serious sanctions.

### **Proactive Strategies**

- 'We are a listening and telling school'. This is the message that will be promoted at all times. There is an agreed collective responsibility to react to any incidents of bullying observed.
- Annually the issue of bullying will be raised in order to maintain awareness of the issue through school assemblies and prominent pictorial displays and posters.
- Every opportunity to promote whole school initiatives such as an anti-bullying day, theatre productions and external speakers will be taken.

Parents and the community will be encouraged to actively support the policy at parents' evenings by signing the home-school agreement and promoting the School's Behaviour Policy and Charter.

- The College Council will include bullying as an agenda item at each meeting.
- Peer support systems for students will be promoted and training provided for students acting as mentors.
- A referral system to counselling support will be maintained.
- The Governing Body and Heads of Year will monitor bullying via staff meetings, auditing responses from pupils and parents and an annual questionnaire on bullying and school practice for students to complete.
- Bullying will be addressed within the Personal & Social Education and Citizenship curriculum.
- At the start of a new school year, procedures for dealing with a bullying incident will be discussed at an early staff meeting. This policy will be made available to all staff and reviewed.

### **Our Reactive Strategies**

- In the event of a bullying incident the same procedures will be followed for all other incidents of poor behaviour. Staff will gather evidence and consult with their line manager.
- In all cases, details of the incident and action taken will be recorded. Parents of both the victim and bully will be kept fully involved.

### **Monitoring and Evaluation**

- Bullying incidents will be logged and monitored on a termly basis by the Heads of Year. This information will be given to the Governing Body annually as part of the Principal's Report.
- A Governor will be nominated to have responsibility for maintaining an overview of behavioural and bullying issues.
- The Governor's Education Committee will include anti-bullying strategies within its remit.

### **Student Policy**

The Anti-Bullying Charter will be on display around the College. This will make it clear that bullying will not be tolerated and provide guidelines on how to report and counter any incidents.