



Nottingham University Academy of Science and Technology

Anti-Bullying Policy

Responsible officer: Principal/Vice Principal

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Approved by: NUAST Board of Directors

NOTTINGHAM UNIVERSITY ACADEMY OF SCIENCE AND TECHNOLOGY

Anti-Bullying Policy

1. Introduction

- 1.1 NUAST believes that in order to enable effective teaching and learning to take place, good behaviour in all aspects of Academy life is necessary.
- 1.2 NUAST's definition of bullying is:
- a. Bullying is not a one off event but is sustained and persistent over time.
 - b. Bullying is not 'a bit of fun', nor 'playful' but a deliberate intention or desire to inflict hurt, distress or humiliation, to intimidate, to threaten, or to frighten someone repeatedly over a period of time.
 - c. Bullying can be physical – hitting, pushing, tripping or invading 'personal space'.
 - d. Bullying can be verbal – comments about an individual's race, religion, size, sexual orientation, appearance, physical disability or mental disability.
 - e. Bullies can use the written word – notes, e-mails, MSN, text messages.
 - f. Bullies can manipulate social networks – by spreading rumours, making malicious accusations, and by seeking to side-line or ostracise individuals.
 - g. Bullies undermine and deny others opportunity.
 - h. Bullying can be cumulative and can build with the experience of success and status (through 'getting away with it'), and may escalate.
 - i. Bullying may be perpetrated by a single person or by a group of people.
 - j. In adults, bullying is the abuse of power.
 - k. In children, bullying is the enjoyment of power.
- 1.3 NUAST does not condone and will deal with any behaviour which involves unwanted, unreasonable and offensive conduct, any form of discrimination that can include sexist or racist behaviour or negative attitudes to disability or sexuality and other examples of bullying, including, for example:
- a. Insensitive jokes, teasing or ridicule.
 - b. Unnecessary body contact.
 - c. Expression of prejudiced remarks.
 - d. Abuse of a position of authority by a staff member over a student.
 - e. Cyber/electronic abuse/harassment (see also the Acceptable Use Policy for further detail of inappropriate use of electronic communications used both within the Academy and outside, where such use is directed at NUAST students and staff.
- 1.4 Such behaviour may not be intended to be harmful, but if it diminishes a person's quality of life or affects their work, that person can claim that they are being harassed.

2. Signs and Symptoms

2.1 Staff and parents should be aware of the indications that a student is being bullied. These signs come in many forms. Some indications of a bullied student are that he/she:

- a. Is frightened walking to and from the Academy.
- b. Has a dramatic decline in their attendance pattern.
- c. Becomes lacking in confidence.
- d. Becomes de-motivated and unwilling to work.
- e. Begins to see their grades drop.
- f. Becomes aggressive, disruptive, uncooperative or unreasonable.
- g. Becomes isolated and/or excluded from social events.
- h. Shows signs of self-harming or disruption to normal eating habits.

3. Aims of this Policy

- a. To promote good behaviour and discipline.
- b. To promote self-esteem, self-discipline, proper regard for authority and positive relationships based on mutual respect.
- c. To ensure fairness of treatment for all.
- d. To encourage consistency of response to both positive and negative behaviour.
- e. To promote early intervention.
- f. To provide a safe environment free from disruption, violence, bullying and any form of harassment.
- g. To encourage a positive relationship with parents and carers to develop a shared approach to involve them in the implementation of the Academy's policy and associated procedures.

4. Roles and Responsibilities

- 4.1 The NUAST Board will establish in consultation with the Principal, staff and parents, the policy for the promotion of good behaviour and keep it under review (annually). It will ensure that the policy is communicated to students and parents, is non-discriminatory and the expectations are clear. The Board will support the NUAST staff in maintaining high standards of behaviour.
- 4.2 The Principal will be responsible for the implementation and day to day management of the policy and the procedures. Support for staff faced with challenging behaviour is also an important responsibility of the Principal.
- 4.3 Staff, including teachers, support staff and volunteers, will be responsible for ensuring that the policy and procedures are followed, and consistently and fairly applied. Mutual support amongst all staff in the implementation of the policy is essential. Staff have a key role in advising the Principal on the effectiveness of the policy and procedures. They also have responsibility, with the support of the Principal, for creating a high quality learning environment, teaching good behaviour and implementing the agreed policy and procedures consistently.

- 4.4 The Trust Board, Principal and staff will ensure there is no differential application of the policy and procedures on any grounds, particularly ethnic or national origin, culture, religion, gender, disability or sexuality. They will also ensure that the concerns of students are listened to and appropriately addressed.
- 4.5 Parents and carers will be encouraged to take responsibility for the behaviour of their child both inside and outside the Academy. They will be encouraged to work in partnership with NUASt in maintaining high standards of behaviour and will have the opportunity to raise with the Academy any issues arising from the operation of the policy.
- 4.6 Students will be expected to take responsibility for their own behaviour and will be made fully aware of the NUASt policy, procedure and expectations. Students also have a responsibility to ensure that incidents of disruption, violence, bullying and any form of harassment are reported.

5. Involvement of outside agencies

- 5.1 NUASt works positively with external agencies. It seeks appropriate support from them to ensure that the needs of all students are met by utilising the range of external support available.

6. Procedures

- 6.1 The procedures arising from this policy will be developed by the Principal in consultation with the staff. The procedures will make clear to the students how acceptable standards of behaviour can be achieved and will have a clear rationale which is made explicit to staff, students and parents. The procedures will be consistently and fairly applied; promote the idea of personal responsibility and that every member of the Academy has a responsibility towards the whole community; and that:
- a. All students, staff and parents are aware of NUASt's definitions of bullying and harassment and the recognised procedure for dealing with identified cases.
 - b. All students, staff, parents and carers understand that freedom from the fear of bullying is a necessary condition for effective learning.
 - c. Students are encouraged to come forward and inform staff when they know that bullying has occurred without fear of retribution.
 - d. All staff are expected to respond appropriately to bullying whenever and wherever they encounter it.
 - e. The victim will be supported.
 - f. There will be consequences for bullying behaviour.
 - g. Both victim and bully will receive support which will vary in style and content depending on the nature of the bullying.
 - h. Restorative meetings will be used where it is deemed appropriate.
 - i. Parents/carers of both victim and bully will be kept informed of progress during the process of investigation and counselling of the outcomes of these processes.

7. Rewards and Sanctions

- 7.1 The NUASt ethos of encouragement is central to the promotion of good behaviour. Rewards are one means of achieving this. They have a motivational role in helping students to realise that good behaviour is valued, and are clearly defined in the procedures. Integral to the system of rewards is an emphasis on praise, both informal and formal, to individuals and groups.
- 7.2 Sanctions are needed to respond to inappropriate behaviour. A range of sanctions is clearly defined in the procedures and use of these will be characterised by clarity of why the sanction is being applied and what changes in behaviour are required to avoid future sanctions. The procedures make a clear distinction between the sanctions applied for minor and major offences.

8. Relationship to other policies

- 8.1 This policy should be read in conjunction with the following NUASt policies:
- Student Behaviour Policy
 - Safeguarding Policy
 - Equality Policy
 - Individual Needs Policy
 - Home-NUASt Agreement
 - Electronic Communications (Acceptable Use) Policy.

9. Arrangements for monitoring and evaluation

- 9.1 The Principal, in consultation with the staff, will undertake systematic monitoring and conduct regular reviews of this Anti-bullying Policy and procedures in order to evaluate them, to ensure that their operation is effective, fair and consistent. The Principal will keep the Board informed of the outcomes of these reviews.
- 9.2 Duty roles will be reviewed termly to ensure appropriate safeguarding of young people.
- 9.3 The Board will review this policy annually, to ensure its continuing appropriateness and effectiveness. eSafety Incidents will also be monitored on a regular basis. The outcome of the review will be communicated to all those involved, as appropriate.