



Anti-Bullying Policy

Feb 2020

At Monkseaton Middle School, we strive to foster an inclusive culture where everyone is treated with respect and staff and students feel safe and secure. It is an expectation therefore, that staff and students behave in both an appropriate and socially acceptable manner at all times.

Where incidents of bullying occur outside of school our options may be limited but we will investigate as far as is practical if there are repercussions in school.

One off incidents that may not fall within the definition of bullying will also always be investigated.

Definition:

There are various types of bullying, most of which have the following in common:

- It is repeated over time
- It is deliberate, hurtful behaviour
- There is an imbalance of power making it difficult for the victim(s) to defend themselves

Bullying can and does take different forms and can include:

- **Indirect** e.g. Spreading rumours or excluding individuals from social groups
- **Physical** e.g. Hitting or taking of another student's belongings
- **Cyber/Electronic** e.g. Insults and comments spread via social media/text or other new technologies
- **Verbal** e.g. name calling or hurtful remarks including discrimination with regards to disability or of a homophobic, racist or sexualised nature.

Main Aims of Policy:

- To demonstrate that the school takes bullying seriously and that it will not be tolerated;
- To take measures to prevent all forms of bullying in the school and on off-site activities;
- To support everyone in the actions to identify and protect those who might be bullied;
- To demonstrate to all that the safety and happiness of pupils is enhanced by dealing positively with bullying;
- To promote an environment where it is **not** an offence to tell someone about bullying.
- To promote positive attitudes in pupils

Main points of the Policy:

1. Bullying is unacceptable in this school and will not be tolerated.
2. Bullying will be seen as any act by a student or group of students to make another feel uncomfortable or threatened. This will include "cyber-bullying" (text, email, Twitter, Facebook etc.) the procedure outlined below will remain the same.
3. All staff, pupils and parents should be aware of the negative effects that bullying can have on individuals and the school in general, and should work towards ensuring that pupils can work in an environment without fear.
4. Bullying will be addressed through assemblies and in the tutor time and iLearning for all students, covering aspects such as respect for others and skills of cooperation, as well as participation in whole school events, such as Anti-Bullying week.
5. All incidents reported as bullying should be dealt with as a serious issue by the member of staff to whom it is reported.
6. Written records of the incidents and action taken will be maintained.

7. Records must be sent to the Pastoral Guidance Lead and SENDCo for information and storage.
8. The Pastoral Guidance Lead and SENDCo will take any further action as necessary, and will inform the parent(s)/carers.

The school operates a 3 point response to bullying once it has emerged that evidence exists to identify the 'bully' and 'victim'.

- a) 'Bully' is spoken to and is encouraged to see the harm that he/she is causing. 'Bully' is told to cease bullying immediately.
 - b) Where appropriate, the 'Bully' parents/carers are invited to a meeting with the Pastoral Guidance Lead and SENDCo, at which the issues are discussed.
 - c) The School will report bullying to the Police if it has continued beyond a) and b) and is persistent and prolonged, where it is deemed appropriate
9. Any of the School's formal sanctions can be used when dealing with bullying as laid out in the **Student Conduct Policy**. For persistent offenders or incidents considered as serious, a pupil could face fixed term or permanent exclusion.
 10. All staff, pupils and parents should work towards ensuring that pupils can work in an environment without fear.
 11. The School will develop positive strategies involving parents and pupils.
 12. A range of approaches will be used to support the victim and help them build resilience.
 13. Support will be available to the bully in order to address their behaviour in a positive way

Responsibilities:

The Headteacher has a legal duty to draw up procedures to prevent bullying among pupils.

The Headteacher will consider the reports with the Leadership team to determine what can be learned from the incidents and how they were handled with a view to improving the school's strategies. The Headteacher will make an annual report to the Governing Body.

The Pastoral Guidance Lead and SENDCo will be responsible for the day-to-day management of the policy and systems and will ensure that there are positive strategies and procedures in place to help both the bullied and bullies. The Pastoral Guidance Lead and SENDCo will keep and consider reports on serious incidents, and make a termly report, with statistics, to the Head.

All staff will be responsible for ensuring that the school's positive strategies are put into practice. Careful consideration will be given to all evidence and circumstances before sanctions are decided. This will involve the pastoral year leader to or form tutor discussing the incident with the parents/carers of both parties at the earliest opportunity.

Form Tutors will be responsible for liaising with the Pastoral Guidance Lead and SENDCo over all incidents involving pupils in their form, and will actively support the anti-bullying programme in the tutorial programme.

All Staff will:

- Know the policy and procedures.
- Be observant and to ask pupils what is happening to them.
- Deal with incidents according to the policy.
- Never let any incidents of bullying pass by unreported, whether on-site or during an off-site activity.

N.B this policy should be read in conjunction with the Student Conduct Policy.