



MAIDENHILL SCHOOL

ANTI-BULLYING POLICY

MANAGEMENT RESPONSIBILITY:
Assistant Headteacher (Student Welfare & Guidance)

RATIFIED: 7th March 2024

AUTHORISED SIGNATORY: Mr A Hunter
Headteacher

REVIEW DUE: March 2025

This policy should be read in conjunction with:

- Special Educational Needs and Disabilities (SEND)
- Safeguarding Policy
- Behaviour for Learning Policy
- ICT Acceptable Use Policy
- Relationship education (RSE) and Health Education policy

PURPOSE

1. The objective of the anti-bullying policy is to protect students' right to learn in a supportive, caring and safe environment without being bullied or the fear of being bullied. All Maidenhill staff, students and their 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 everyone can work in an environment without fear. Our aim is that every student should have the support they need to stay safe, enjoy and achieve.

WHAT IS BULLYING?

2. Bullying is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. It includes: name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; spreading hurtful and untruthful rumours. Although sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others.

3. Specific types of bullying include:

- bullying related to race, religion or culture
- bullying related to Special Educational Needs or disabilities
- bullying related to appearance or health conditions
- bullying related to sexual orientation or gender
- bullying of young carers, children looked after or otherwise related to home circumstances
- sexist or sexual bullying.
- Cyber bullying
- Emotional bullying

4. Maidenhill recognises that bullying can take place between both children and adults.

WHY IS BULLYING AN ISSUE?

5. Bullying can seriously damage a person's confidence and sense of self-worth. They will often feel that they are at fault in some way. It can lead to serious and prolonged emotional damage for an individual. Those who conduct the bullying or witness the bullying can also experience emotional harm, and the impact on parents and school staff can be significant. Anyone and everyone who is subjected to, involved in, or who witnesses bullying is affected by it. Parents, carers, siblings and friends are affected when a member of their family is being bullied.

PREVENTION OF BULLYING

6. Maidenhill is committed to ensuring that anti-bullying strategies are embedded within the school and its systems. Through its applied codes of behaviour expectations, and its Learning for Life and Ethics and Philosophy curriculum,

7. The actions it takes include:

- teaching students about the issues of bullying through Learning for Life as well as Ethics and philosophy
- student involvement in the development of anti-bullying strategies;
- participation in the national anti-bullying programme;
- promotion of anti-bullying publications, websites and support groups;
- monitoring of student and parent perceptions of bullying within school
- providing contact details of external support agencies/charities (including designated page in planner)
- a commitment by all staff to remain vigilant and take seriously all incidents of bullying;
- awareness of how to use the policy as part of the new staff induction programme;
- a monitoring system of incidents of bullying;
- creating a “sharing” culture within the school where a victim of bullying or their friend will have the confidence to share their concerns with an adult
- Use of vertical tutoring to promote positive behaviour
- Use of peer mentoring to support students
- Sessions from external agencies such as The Door
- Assemblies
- Student leaders and sports leaders to support students
- Mentors from the external agencies or students where appropriate
- School displays

8. In addition to the above range of measures Maidenhill recognises that some students are particularly vulnerable to bullying. All staff are aware the school's designated safeguarding lead (DSL) is the Assistant Head Teacher, (Student Welfare and Guidance), and encouraged to report anything they perceive to be of concern. The Assistant Head Teacher works closely with staff and many outside agencies (including Social Services) to promote the highest level of care for children in care and students with special educational needs.

MONITORING, EVALUATION AND REVIEW

9. The policy will be promoted and implemented throughout the school.

10. There is a named governor who has anti-bullying policy responsibilities.

11. The views of staff, students and parents regarding bullying and the effectiveness of school responses will be sought and assessed through questionnaires.

Further information about anti-bullying strategies may be obtained from the list of organisations in Appendix 2.

Appendix 1

RESPONSES TO INCIDENTS OF BULLYING -

1. Maidenhill recognises that bullying exists and that often it is deliberately hidden. It takes all reports of bullying seriously. Students being bullied, or anyone who witnesses bullying, or parents who have concerns, are encouraged to report the incident to any member of staff they feel comfortable about approaching at school. The school should be made aware as soon as possible and continued to be made aware if the problem persists.

2. Responses to bullying include and are not limited to:

- All concerns will be listened to and taken seriously.
- Written accounts will be taken as soon as possible after an incident has been Reported and these will always be taken individually
- Students may be offered support in writing a statement, including a member of staff writing down as the student dictates. In this instance staff will only write the words as the student speaks them. The accounts are taken prior to further discussion of the incident by the parties involved.
- Investigation will be thorough and may involve the tutor/Learning Support Assistant / pastoral team/Senior Leadership Team.
- All incidents will be recorded on a centralised system.
- Recorded incidents will be monitored by a named member of staff. (Assistant Head, Student Welfare and Guidance)
- Parents will be made aware at the earliest convenience and subsequently the support of the parents of those involved may be sought by the pastoral team
 - Action will be decided upon by a named member of staff; this may, after discussion with a member of SLT, be referred to the Headteacher when it may involve a suspension.
 - Relational practice and mediation are techniques that may be used following investigation. Relational justice can be defined by its fundamental principle, namely that when one person has harmed another, the most useful response is to try and repair the harm done.

3. Bullying can be a criminal matter, e.g. involving offences of theft, criminal damage, assault, harassment or malicious communication. Parents may decide to involve the police in such cases.

4. Consideration will be given to the safety of all parties involved.

WHAT TO DO IF YOU WITNESS BULLYING, ARE A VICTIM OF BULLYING, OR A FRIEND OR PARENT OF A VICTIM OF BULLYING

5. Let a member of staff know about the bullying.

WHAT SUPPORT YOU CAN EXPECT FROM THE SCHOOL

6. **Students** can expect:

- You will be listened to and taken seriously.
- Action will be taken to help stop the bullying.
- You will be involved in the process of deciding what action to take to help stop the bullying and any worries that you may have will be listened to and respected.

- You will be given the opportunity to talk about the way that the bullying has made you feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour.
- If you are ever in fear for your physical safety, staff will take immediate action.

7. **Parents'** can expect:

- You and your child will be listened to.
- Staff will ensure that you are involved in the process of supporting your child in dealing with the bullying.
- Staff will do their best to address any concerns you may have.
- Wherever necessary, Maidenhill will put you in contact with outside agencies (e.g. counselling services) that can help to support you and your child in addressing his/her experience of being bullied.

8. **If your child is bullying another person**, you can expect that:

- You and your child will be listened to.
- Your child will be treated fairly.
- Your child will be expected to change his/her bullying behaviour and supported and encouraged in doing so by staff.

9. The bully will meet with a member of staff to consider their behaviour and the effect it has on their happiness and the happiness of others. Possible outcomes include:

- The students will be reconciled where possible, using mediation and Relational practice techniques.
- The bully may be asked to apologise in a genuine manner.
- There may be a school sanction, which in some cases may include suspension
- Cases will be monitored to ensure repeated bullying does not take place.
- Staff will work with the bully, providing strategies to support their change of behaviour.

Appendix 2

Government advice

[Preventing bullying - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

The Anti-bullying Alliance

<http://www.anti-bullyingalliance.org.uk/>

Childline

[Childline | Childline](#)

Specialist organisations

The following organisations provide support for schools and parents dealing with specific bullying issues including the social, mental or emotional affects caused by bullying.

The Diana Award: Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.

Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

The BIG Award: The Bullying Intervention Group (BIG) offer a national scheme and award for schools to tackle bullying effectively.

Restorative Justice Council: Includes best practice guidance for practitioners 2011.

Cyber-bullying and online safety ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves. Website specifically includes new cyberbullying guidance and a practical PSHE toolkit for schools.

Digizen: provides online safety information for educators, parents, carers and young people.

Internet Matters: provides help to keep children safe in the digital world.

Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.

The UK Council for Child Internet Safety (UKCCIS) has produced a range of resources for schools, colleges and parents about how to keep children safe online, this includes advice for schools and colleges on responding to incidents of 'sexting.'

LGBT

Barnardo's: through its LGBTQ Hub, offers guidance to young people, parents and teachers on how to support LGBT students and tackle LGBT prejudice-based bullying

EACH: (Educational Action Challenging Homophobia): provides a national Freephone Action line for targets of homophobic or transphobic bullying and training to schools on sexual orientation, gender identity matters and cyber homophobia.

Proud Trust: helps young people empower themselves to make a positive change for themselves and their communities through youth groups, peer support, delivering of training and events, campaigns, undertaking research and creating resources.

Schools Out: Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education.

Stonewall: An LGB equality organisation with considerable expertise in LGB bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers.

SEND

Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people.

Changing Faces: Provide online resources and training to schools on bullying because of physical difference.

Cyberbullying and children and young people with SEN and disabilities: Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying practice.

Anti-bullying Alliance SEND programme of resources: Advice provided by the Anti-bullying Alliance for school staff and parents on issues related to SEND and bullying.

Information, Advice and Support Service Network: Every Local area has an information, advice and support service, providing information, advice and support to disabled children and young people, and those with SEN, and their parents.

Mental health

MindEd: Provides a free online training tool for adults that is also available to schools. It can be used to help school staff learn more about children and young people's mental health problems. It provides simple, clear guidance on mental health and includes information on identifying, understanding and supporting children who are bullied.

PSHE Association – guidance and lesson plans on improving the teaching of mental health issues

Race, religion and nationality

Anne Frank Trust: Runs a school's project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.

Educate Against Hate: provides teachers, parents and school leaders practical advice and information on protecting children from extremism and radicalisation.

Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism.

Kick It Out: Uses the appeal of football to educate young people about racism and provide education packs for schools.

Tell MAMA: Measuring Anti-Muslim Attacks (MAMA) allows people from across England to report any form of Anti-Muslim abuse, MAMA can also refer victims for support through partner agencies.

Anti-Muslim Hatred Working Group: Independent members of this group are representatives from the Muslim community and will assist and advice on all relevant issues.

Sexual harassment and sexual bullying

Ending Violence Against Women and Girls (EVAW): A Guide for Schools. This guide from the End Violence Against Women Coalition sets out the different forms of abuse to support education staff to understand violence and abuse of girls, warning signs to look for, and how to get your whole school working towards preventing abuse.

Disrespect No Body: A Home Office led campaign which helps young people understand what a healthy relationship is. This website includes teaching materials to be used in the classroom.

Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying.