

<b>POLICY FOR</b>	<b>ANTI-BULLYING</b>
<b>PERSON RESPONSIBLE</b>	<b>DEPUTY HEAD (PASTORAL)</b>
<b>REVIEW DATE</b>	<b>PENDING APPROVAL</b>
<b>NEXT REVIEW DATE</b>	<b>March 2023</b>
<b>APPROVED BY</b>	<b>HEADTEACHER</b>
<b>APPROVAL DATE</b>	<b>March 2022</b>

### Objectives

This policy outlines what The Malling School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of students and staff. We are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated

### Rationale

We strive to create a culture based on our core values of Caring, Determined and Reflective. Students must feel safe and respected if they are to learn effectively. Since we are a school which sets high standards for our students it is important that we create an atmosphere in which bullying cannot thrive and in which no student has to suffer from harassment of any kind. Because bullying happens in all societies, at all levels, it is important that we make our students knowledgeable about bullying and teach them strategies that enable them to stand up for themselves without resorting to retaliation in any form. Because bullying is in the news and is a form of real anxiety for parents, it is important that we inform parents fully about our approach to dealing with bullying, so that parents are able to distinguish between what is bullying and what is not.

### The Malling School will:

- Discuss, monitor and review our anti-bullying policy on a regular basis.
- Support all staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; and that students abide by the anti-bullying policy.
- Report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/ carers in turn should work with the schools to uphold the anti-bullying policy.
- Seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other external agencies and organisations when appropriate.

### Definition of bullying

We define bullying as **“Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally”**.

Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites, social networking sites, and sending offensive or degrading images by phone or via the internet.

## Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including that:

- Related to race, religion or culture.
- Related to LDD (learning difficulties or disability).
- Related to appearance or health conditions.
- Related to sexual orientation (homophobic, transphobic or biphobic bullying).
- Of young carers or looked after children or otherwise related to home circumstances.
- Of a sexist, or sexual nature including harassment
- Related to friendship and relationship issues.

## Preventing, identifying and responding to bullying

The Malling School will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through assemblies, through displays, through peer support, such as restorative work from our Anti-Bullying Ambassadors, and our Period One Personal Development & Character Education curriculum.
- Train all staff, including support staff, to identify bullying and follow school policy and procedures on bullying, including recording incidents of bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Regularly carry out student surveys and ask about their experiences of bullying.
- Respond sensitively but robustly to incidents of bullying using mediation and escalating sanctions as appropriate.

## Preventing, identifying and responding to sexual comments in school that constitute sexual harassment

- We want everyone to feel included, respected and safe in our school. We will not tolerate verbal abuse, which includes name-calling and sexist comments or sexual harassment.
- **Sexist comments** are those which harass and discriminate based on sex, particularly, but not exclusively, against women.
- **Sexism** also includes behaviour or attitudes that create stereotypes of social roles based on sex.
- All staff and pupils are encouraged to challenge and/or report this behaviour. If pupils make these comments, we will:
  - Challenge the pupil and explain why this behaviour has no place at TMS or in society
  - Provide staff with a suggested script regarding what to say when challenging a pupil
  - Ask them to apologise to anyone the comment was directed at
  - Support and educate the perpetrator to improve their behaviour
  - Support the victim and ensure there is no victim blaming
  - Monitor their behaviour for any recurrence and to provide ongoing support
  - Escalate the sanction e.g., contact home to parents/carers if the pupil refuses to apologise in the first instance and escalate further if needed

- Our Period One PSHE/RSE curriculum will cover what healthy and respectful behaviour towards one another looks like.
- Tutors will receive training on what constitutes healthy and respectful relationships in order to deliver consistent Period One lessons on this important topic

### **Involvement of students**

The Malling School will:

- Regularly canvas students' views on the extent and nature of bullying and sexual harassment.
- Ensure students know how to express worries and anxieties about bullying and sexual harassment.
- Ensure students who may experience bullying and sexual harassment know who to go to for help and support
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools and in the role as Anti-Bullying Ambassadors.
- Publicise the details of email addresses, helplines and websites available both in-school and outside of school.
- Offer support to students who have been bullied and to those who are bullying to address the problems they have.

### **Liaison with parents and carers**

The Malling School will:

- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents / carers know about our complaints procedure and how to use it effectively.
- Ensure all parents/carers know where to access independent advice about bullying.
- Work with all parents, the local community and the police to address issues beyond the school gates that give rise to bullying.

### **Links with other school policies and practices**

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy
- Complaints Policy
- Acceptable Usage for ICT Policy
- Safeguarding Policy
- The recording of racial incidents