

POLICY FOR	ANTI-BULLYING
PERSON RESPONSIBLE	DEPUTY HEAD (PASTORAL)
REVIEW DATE	PENDING APPROVAL
NEXT REVIEW DATE	March 2026
APPROVED BY	HEADTEACHER
APPROVAL DATE	March 2024

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:

- Child on child abuse
- 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.

Child-on-child abuse

- All members of staff at TMS recognise that children can abuse other children (referred to as child-on-child abuse, previously known as 'peer-on-peer' abuse), and that it can happen both inside and outside of school and online.
- TMS recognises that child-on-child abuse can take many forms, including but not limited to:
 - Bullying, including cyberbullying, prejudice-based and discriminatory bullying
 - Abuse in intimate personal relationships between children
 - Physical abuse which can include hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm
 - Sexual violence and sexual harassment
 - Consensual and non-consensual sharing of nudes and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery)
 - Causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party
 - Upskirting (which is a criminal offence), which typically involves taking a picture under a person's clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm
 - Initiation/hazing type violence and rituals
- Any allegations of child-on-child abuse will be recorded, investigated, and dealt with in line with this child protection policy and KCSIE (in particular, part two and five).
- TMS adopts a zero-tolerance approach to child-on-child abuse. We believe that abuse is abuse and it will never be tolerated or dismissed as "just banter", "just having a laugh", "part of growing up" or "boys being boys"; this can lead to a culture of unacceptable behaviours and can create an unsafe environment for children and a culture that normalises abuse, which can prevent children from coming forward to report it.
- All staff have a role to play in challenging inappropriate behaviours between children. Staff recognise that some child-on-child abuse issues may be affected by gender, age, ability and culture of those involved. For example, for gender-based abuse, girls are more likely to be victims and boys more likely to be perpetrators.
- TMS recognises that even if there are no reported cases of child-on-child abuse, such abuse is still likely to be taking place and it may be the case that it is just not being reported. As such, it is important that staff speak to the DSL (or deputy) about any concerns regarding child-on-child abuse.
- In order to minimise the risk of child-on-child abuse, TMS will:

- Implement a robust anti-bullying policy
 - provide an age appropriate PSHE and RSE curriculum
 - create an open culture where problems or concerns can be raised with any adult
 - signpost dedicated 'report it' buttons on the website
 - regularly reinforce the TMS culture through assemblies and Period 1
- TMS want children to feel able to confidently report abuse and know their concerns will be treated seriously. All allegations of child-on-child abuse will be reported to the DSL and will be recorded, investigated, and dealt with in line with associated school policies, including child protection, anti-bullying, and behaviour. Pupils who experience abuse will be offered appropriate support, regardless of where the abuse takes place.
 - Concerns about pupils' behaviour, including child-on-child abuse taking place offsite will be responded to as part of a partnership approach with pupils and parents/carers. Offsite behaviour concerns will be recorded and responded to in line with existing appropriate policies, for example anti-bullying, acceptable use, behaviour and child protection policies.
 - Alleged victims, alleged perpetrators and any other child affected by child-on-child abuse will be supported by:
 - taking reports seriously, listening carefully, avoiding victim blaming
 - providing appropriate pastoral support with year group DSLs and the wider pastoral teams
 - working with parents/carers
 - reviewing educational approaches and adjusting timetables and groupings
 - treat each case individually, informing ICS and the child-centred policing team where appropriate

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