

Anti Bullying Policy

We as a college community must ensure that at **Marsden Heights Community College** we have a safe environment, where all stake holders follow our Expectations for Learning, specifically this policy promotes:

We make sure that everyone feels safe

And also:

We respect everyone in our learning community

We are polite and consider other people's feelings

Definition

We follow the Anti Bullying Alliance definition of bullying whereby bullying usually falls into two categories:

- **Emotionally harmful behaviour**, such as taunting, spreading hurtful rumours and excluding people from groups including the use of cyber technologies.
- **Physically harmful behaviour**, such as kicking, hitting, pushing or other forms of physical abuse.

We believe that bullying is abuse that is:

- **Repetitive, wilful or persistent**
- **Intentionally harmful, carried out by an individual or group**
- **An imbalance of power leaving the person who is bullied feeling defenceless.**

We believe that it is **not** bullying when:

- There is **no intention to hurt or harm**.
- There is a **one-off fight/argument** between students.
- There is a **good reason** why others **cannot be included** in a group activity.

Objectives

All stakeholders of Marsden Heights Community College understand the definition of the term Bullying.

All Students of Marsden Heights Community College should know what to do if bullying occurs.

All staff of Marsden Heights Community College know how to deal with bullying if it occurs.

We initially deal with bullying behaviours initially via a **restorative approach**. If a successful resolution is achieved sanctions will not necessarily be applied. If however, the restorative approach does not work the regular sanctions available to the college will be applied. Parents will be involved in the latter case and in the former when appropriate. If needs arise we will contact **external agencies** for support.

Procedures:

Staff student and parents:

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and investigate if a child:

- Is frightened of walking to and from college

- Does not want to go on the college/public bus
- Is unwilling to go to college/begins truanting/feigns illness
- Becomes withdrawn, anxious or lacking in confidence
- Cries themselves to sleep at night or has nightmares
- Begins to work poorly in college
- Has possessions that go missing
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Stops eating
- Is frightened to say what's wrong
- Attempts or threatens suicide or runs away from home
- Is afraid to use the internet or mobile phone

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Student

All students have a responsibility to report any suspicions of bullying to a member of staff and to encourage students who they know or suspect of being bullied to talk about their worries to staff.

Don't Suffer in Silence!

Please report any concerns about bullying via the confidential email link on our college web-site (students are made aware of this facility in assemblies at the start of each term).

Parents

As soon as possible the incident should be reported to your son/daughter's

- **Form Tutor**
- **Progress and Development Leader**

Staff

Staff should be vigilant at all times with the awareness that bullying can take many forms and often occurs covertly in unsupervised situations. When an incident of bullying is found staff should ensure that the **victim is safe, do not promise the student confidentiality** and inform SD/AH or the relevant PDL. The member of staff should then complete the **college bullying incident form** and pass it **a.s.a.p.** to SD.

Restorative Approaches

This approach is a voluntary process and will only work if all involved want to make things better. All students involved in the incident/s can be brought together with a mediator (staff or student) in a safe, confidential environment to talk about:

- What happened?
- Who was affected by it ?
- How did everyone feel?
- What is going to happen to make things better?

This allows the person causing the harm to take responsibility for their actions and allows them the opportunity to change their behaviour. This procedure does not involve sanctions. Where a student does not wish to participate or where the process has failed the case is referred to the relevant Progress and Development Leader.

Repeated or extreme bullying incidents

If a situation persists or is extremely serious, the involvement of the Senior Leadership Team, Governors, parents/carers and outside agencies may be needed. In such cases, or where bullying is persistent, the instigator is liable to face the full range of college sanctions, including permanent exclusion available to the Head Teacher and Governing Body.

Allegations of Bullying of Students by Staff

All cases of staff bullying of students should be directed to the Deputy Headteachers for investigation.

Allegations of Bullying of Staff by Students

In this instance the first point of assistance should be the Faculty Leader who will consult with SLT as appropriate, however, it may be the case that a member of staff will need extra support from or when facing an individual or class in front of whom they may feel humiliated or intimidated. In these cases consideration should be given to support strategies such as team teaching, class dynamics, assistance with Inclusion for Learning and the offer of counselling. Parents will also be informed.

Allegations of Bullying of Staff by Colleagues

The guidance in the LCC document 'Workplace and work-related bullying and harassment (2014)' should be referred to. Other routes can be explored:

- Line Manager SLT support
- Mediation
- Professional Associations and/or Trade Unions
- Outside agencies

SUMMARY

This policy aims to raise awareness through;

- Tutorial work and Assemblies
- Cross curricular initiatives
- College/House councils
- Specialist mediation work
- Enrichment Days
- Awareness is also raised within the formal curriculum through Citizenship & PSHE.

Last Reviewed: December 2014