MARSHLAND HIGH SCHOOL

Anti-Bullying Policy

Person Responsible:	Mr C Jansen	**Approved by:**	Local Governing Body
Last reviewed on:	February 2020		
Next review due by:	February 2023		

Contents

1.   Principle

Staff at Marshland High School, supported by the governors of the school will:

- actively listen to students
- act appropriately on information received

2.   Introduction

The staff and governors of Marshland High School will not condone bullying in any aspect of the life of the school. The overall purpose of the Anti-Bullying whole-school policy at Marshland High School is to reduce incidences of bullying, and to provide support for victims and those who bully.

The procedures developed from the Marshland High School Anti-Bullying policy will be directed towards challenging bullying and empowering other students to intervene. In addition, staff and governors take the view that strategies to support victims and bullies will also be part of the response. Where appropriate, student counsellors may be employed by the school to conduct Restorative Justice meetings with necessary training and under the correct supervision.

Not all aggressive behaviour constitutes bullying. Robust exchanges between students who are 'equals' may be in breach of the School's Behaviour Policy and incidents which fall into this category will be handled within the procedures of that policy.

3. Aims

- To enable students to learn in an environment where they feel safe and secure.
- To raise awareness by implementing the Anti-Bullying Policy through work in the classroom, by the pastoral and SEN teams, and through staff development.
- To promote an anti-bullying ethos by involving students, staff, parents and governors.
- To reduce incidences of bullying.
- To set up support procedures for victims and bullies, including student support.
- To enable students to identify sources of appropriate personal support.

4. Objectives

- To develop systems which enable bullying to be identified.
- To operate a system of recording incidents of bullying.
- To reduce the likelihood of bullying by implementing consistent procedures via the Pastoral team.
- To ensure that all staff act as positive role models.
- To include topics on bullying in the curriculum.

5. Definition

Bullying is the persistent or repeated intentional abuse of power by an individual or group over time, with the intent of causing distress to another individual or group. Bullying may occur frequently or infrequently.

These may include; physical, emotional, verbal or written abuse; cyberbullying; racial, religious, sexual, disability abuse; silent or psychological abuse.

Whatever the type of bullying, victims may feel hurt, threatened or frightened.

6. Identification of Bullying

It is the responsibility of all members of staff to look for signs of bullying in students and act upon suspicions that it is taking place.

7. Procedures to Prevent Bullying

- Student awareness of bullying and how to respond to it will be included in assemblies and in the curriculum.
- Staff awareness will be raised by promoting the policy through discussions at Pastoral meetings.
- The ethos of "Say No to Bullying" will be promoted by staff listening to students, taking action and following up concerns.

- Parents will be informed of incidents of bullying involving their child. There will also be time for discussion at parent evenings, or by means of specific appointments.

- The PSHE and Drama curriculum will promote highlighting issues around bullying. Bullying should be considered by all curriculum areas when reviewing schemes of work.

- The Character and Culture Curriculum specifically covers the impact of bullying and the importance of kindness in and out of school.

- Restorative Justice techniques are employed where appropriate.

8.   Cyberbullying

The school will consider any report of cyberbullying and will respond appropriately. This may involve informing parents that it is taking place so that they can prevent victims and bullies from accessing the technology to either receive or carry out the bullying.

The school has the right to intervene in and employ sanctions for cyberbullying that takes place outside of school but between students of the school. Resulting sanctions would be considered in line with the behaviour policy.

If the bullying is of a persistent nature, assistance may be sought from the Police. This may result in official warnings being given and the confiscation of hardware/devices. The school will support the police with this and will provide evidence of cyberbullying to other agencies, and/or parents and carers if appropriate.

9.   Procedures for Dealing with Bullying Incidents

The member of staff who discovers the bullying is initially responsible for dealing with the incident e.g. classroom teacher or member of staff on duty. If, following discussion with the student, it is clear that this is a case of bullying as it has been going on for a period of time, the teacher will refer the incident to the Pastoral team via the school's information system or through direct communication. This will be followed up appropriately by the Pastoral team. Internal investigation may include separate interviews with bullies and victims and a decision will be taken on how to deal with both parties. Statements and views of victims and bullies will be recorded along with the outcome. It remains the responsibility of the original referring member of staff to pursue the issue to a suitable conclusion. All members of staff involved in any incident need to ensure that there is continued monitoring of the victim and perpetrator.

Involvement of parents and carers at an early stage must be considered. This may depend on the extent and nature of the bullying, but it may be particularly important for the victim's guardians to know what strategies the school is taking to deal with the issue. Notes of such communication will be placed on student records.