

- Prefects will be trained to intervene in bullying issues through the Student Support programme, employing Restorative Justice techniques where appropriate.

Cyber Bullying

The school will consider any report of cyber bullying 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 school but between students of the school. Sanctions would be considered in line with the behaviour for learning policy. If the bullying is of a persistent nature, assistance may be sought from the police support officer. This may result in official warnings being given and the confiscation of hardware. The school will support the police support officer with this and will provide evidence of cyber bullying to other agencies or parents and carers if appropriate.

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 a record on SIMS or through direct communication. This will be followed up by the appropriate action being taken. This may include separate interviews with the bullies and the victims and a decision will be taken on how to deal with both parties. The views of both the 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. Record of such communication must be recorded on the SIMS file.

Marshland High School



Anti-Bullying Policy

Approved - May 2016

Principle

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

- actively listen to students
- act appropriately on information received

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 the incidence 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, the 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 dealt with within the procedures of that policy.

In drafting the Anti-Bullying Policy and in the development of procedures, reference has been made to the *DfEE publication on Anti-Bullying (December 2000)*.

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 the incidence of bullying.
- To set up support procedures for victims and bullies, including student support.
- To enable students to identify sources of appropriate personal support.

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 Assistant Head (Pastoral) and the Heads of House.
- To ensure that all staff act as positive role models.
- To include topics on bullying in the curriculum.

Definition

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

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

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

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. The Staff Handbook contains guidance on the spotting the symptoms of bullying.

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 House meetings.
- The ethos of "Say No to Bullying" will be promoted by staff listening to students, taking action and following up the concern.
- Parents will be informed of incidents of bullying involving their son/daughter. There will also be time for discussion at parents' evenings or by means of specific appointments.
- The PSHEe curriculum and the Drama curriculum will promote issues on bullying. Bullying should be considered by all curriculum areas when reviewing schemes of work.