

**MULBERRY STEPNEY GREEN
MATHS, COMPUTING & SCIENCE COLLEGE**

ANTI-BULLYING POLICY

Ratified on: May 2021

Ratified by: Headteacher

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Principles

All members of the school community should feel safe, respected and valued. The school recognises that bullying takes place here, as in all schools, and is committed to addressing the issue.

Ethos

The school emphasises respect for each other, which is reflected in the behaviour policy and no member of the school community should be made to feel inferior due to their race, religion, sexuality or disability.

All adults in the school should act as role models in their treatment of others. All students with a position of responsibility should act as role models in their treatment of others.

All adults should challenge inappropriate behaviour towards other students or themselves. Adults must make clear that calling someone names as 'a joke' is unacceptable.

Curriculum

Bullying is directly addressed in the PHSE/Citizenship curriculum. Students will be asked to write a letter to the Headteacher regarding their bullying experiences at school.

Faculties should ensure that their materials provide positive images of people of all races and faiths. Faculties should ensure that work is differentiated to enable all students to participate in the lesson.

Assemblies and tutor periods are used to address issues and promote positive images.

Types of Bullying

Bullying can be physical, verbal or indirect, including social exclusion and text messages or e-mail. Bullying can take place either within school or outside. The school has a legal obligation to address bullying within the school and a duty of care to address bullying outside school.

Students need to understand the difference between falling out with a friend and bullying. Students need to understand that they should never claim someone is bullying them as a joke. Students who remain silent when someone is being bullied need to understand that they are helping the bully by their silence.

Dealing with Incidents

Incidents or suspected incidents must never be ignored. Staff who are not confident in dealing with the issue of bullying should seek advice and support from their HOF/HOY/KSL.

Incidents should be referred to the tutor of both the victim and the bully. The referrer should complete a PRF indicating the name of the victim and bully, the nature of the incident and where it took place.

The tutor should speak to the victim and the bully. The tutor may refer the student to their HOF/KSL where the bullying persists. The tutor/HOY/KSL should collect a written account from the victim, the bully and any witnesses.

The tutor/HOY/KSL should inform the parents of the victim and bully as soon as possible. The tutor/HOY/KSL should try to resolve the matter with the victim and bully and their parents, where appropriate.

The tutor/HOY/KSL should complete the action section of the PRF and pass it to the Data Manager for logging in the student incident file on SIMS. The tutor/HOY/KSL should pass a copy of the PRF to the named anti-bullying co-ordinator. The tutor/HOY/KSL should check with the victim at fortnightly intervals to see if the bullying has re-started.

All documentation should be filed and will be required should an incident go to court.

Support Strategies and Sanctions

The Year 7 peer mentors, prefects and school councillors can be contacted by students who are being bullied or have witnessed bullying and will then inform an adult. Staff should be present and vigilant on corridors at lesson change over. The site is supervised at break and lunch times and staff should be proactive in anticipating where incidents may occur.

The school provides a range of lunchtime activities where students who may feel vulnerable can be supervised by an adult and form friendships. The school entrance is supervised at the beginning and end of the day by members of the LT. The school is committed to working with its local community and works in partnership with neighbouring schools, community wardens, the rapid response unit and the local police.

Students who report bullying should be positively acknowledged. A HOY/KSL may refer via the Inclusion Panel, either a victim or bully for support by the Learning Mentors, MAP or other appropriate agencies.

A bully may be referred to the pilot restorative justice programme. A bully may be supervised at break and lunch time. A bully may be excluded, internally or externally.

In serious or persistent cases bully should be referred to the Safer School Officer. Staff are encouraged to inform the named co-ordinator of any systems they may know from other schools which work well.

Monitoring

The named co-ordinator will collect data on the number, types and location of incidents.

The named co-ordinator will write a termly report to governors.

Review

This policy will be reviewed annually by the Headteacher.