



Marsden Heights Community College

Anti-bullying policy

Anti-Bullying Policy

This policy sets out the expectations of behaviour at Marsden Heights and its approach in ensuring that all pupils are safe from bullying behaviour and able to thrive in a positive learning environment in keeping with its core aims and values to bring out the 'best in everyone'.

Vision

The policy also is based on the College's basic values of 'hard work, trust and fairness' in its aim to prevent bullying incidents and act appropriately and fairly towards both the victim and the aggressor should incidents occur.

Marsden Heights believes that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied, and in keeping with its philosophy to bring out the 'best in everyone'.

This policy sets out the College's approach to bullying and intimidation and has been produced taking into account recent guidance provided by DfE/DCSF 2007 with regards to ensuring that pupils are 'safe to learn' and 'safe from bullying'. Also taken into consideration is The Children's Act 2004, the Children and Young Peoples Plan, Education and Inspections Act 2006 – amended 2011, Equality Act 2010 and The Importance of Teaching 2010.

Our approach is in keeping with DfE expectation in keeping with Keeping Children Safe in Education 2016 (KCSIE).

Definition

For the purpose of this policy, bullying is defined as:

'Behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group, either physically or emotionally'.

Bullying can be driven by prejudice, homophobia, sexism or racism. Within this policy the term 'bullying' includes but is not exclusive to the following types of direct or indirect behaviour: cyber bullying, indirect/emotional bullying, parental incitement, verbal bullying or physical intimidation towards any pupil who has any of the protected characteristics referred to in the Equality Act 2010. (race; disability; sex; gender; gender change or preference; pregnancy; age; religion or belief; sexual orientation).

This policy also refers to bullying behaviour displayed by pupils at any time. The Education and Inspections Act 2006 states that 'head teachers have the right to discipline pupils for poor behaviour that occurs even when the pupil is not on school premises or under lawful control of school staff' and as such our behaviour policy extends to before and after school, evenings, weekends, INSET days and holidays to ensure that our pupils' behaviour does not put themselves or others at risk and the College reserves the right to sanction pupils for doing so.

This policy should be read in conjunction with the Equality and Diversity policy, Safeguarding policy, Child Protection Policy, SEN policy, Acceptable Use Policy, E-Safety Policy, ICT Policy and documentation relating to development of SMSC/PSHE. This policy should also be read in conjunction with United Learning Grievance procedures and United Learning's group-wide anti-bullying policy.

Marsden Heights aims to:

- provide a safe, secure environment where all members of the community can flourish, thrive and feel a sense of belonging in keeping with the College's values and principles.

- ensure that pupils are equipped to respond to bullying behaviour so that it can be challenged and dealt with effectively.
- create a preventative culture/ethos with regards to incidents of bullying.
- prepare children for life outside of the school as members of a diverse and cohesive society, where all members of the community will be able to develop as active citizens who recognise individuality and treat others with respect.
- ensure that all pupils are safe inside school from bullying and to strive to ensure that they are also safe in the community and on-line.
- plan to ensure that the whole school keeps abreast of new legislation and guidance in relation to bullying.
- monitor, challenge, record and address effectively and appropriately any incidents arising with regard to bullying.

To achieve these aims we will:

- ensure that all stakeholders and members of the community are consulted on the development, review, evaluation and impact of all relevant procedures and policies and that they are able to access this policy, if they wish.
- ensure that all members of the school community have an understanding of the nature of bullying and are aware of the school's policy in relation to it.
- ensure that all staff are supported in knowing how to deal with incidents fairly and consistently should they arise.
- provide relevant and effective staff training and support staff in understanding the needs of pupils including those with special educational needs and/or disability (SEND) and lesbian, gay, bisexual and transgender pupils (LGBTQ+).
- collect and analyse available information and data in relation to bullying incidents across the College.
- employ restorative approaches where appropriate to encourage any pupils involved in bullying behaviour to develop a greater understanding of the impact of their behaviour on others. Other parties, including the school's progress leaders, MHCC
- counsellors, family liaison officer, LCC bullying co-ordinator, police liaison officer or any other appropriate agencies, will be involved as appropriate.
- ensure that perpetrators and victims are supported by employing strategies within school to challenge this behaviour and where appropriate, enlisting the support of any other relevant agencies or professionals.
- offer support or advice also to parents of pupils who are involved in or are victims of bullying behaviour.
- ensure that any incidents of bullying are recorded, monitored and addressed appropriately – information will be reported to other stakeholders where appropriate and the LGB on a regularly agreed basis.
- put a range of systems into place to actively encourage parents and all pupils across the College to report incidents of bullying and express their concerns in relation to it.
- ensure incidents are taken seriously, investigated thoroughly and are acted on appropriately.
- employ systems to maintain a high standard of behaviour and respect for others throughout the College.
- be pro-active and put into place preventative strategies by raising awareness of standards and unacceptable behaviour towards others inside school, in the

community and on-line throughout the embedded curriculum, SRE, the College's pastoral care system and taking part in national activities such as anti-bullying week.

- be pro-active in identifying vulnerable pupils or those who may be considered at risk and put into place mechanisms to support them and their specific needs.
- be pro-active and support vulnerable pupils by ensuring that the College is safe; this includes a high and visible staff presence at all times, places and activities available for pupils at social times and CCTV covering the whole premises.
- ensure that any incidents reported with regards to bullying between staff are dealt with in keeping with the group's grievance procedure – in this case allegations will be investigated by a delegated investigating officer thoroughly and appropriate action will be taken by the senior leadership team. Both parties will be supported through this process.
- ensure that bullying incidents that may occur between any other adults including parents/staff will be investigated by a nominated investigating officer and will be dealt with appropriately by the leadership team at the College. If appropriate, cases of bullying or intimidation between stakeholders may be reported to the police.
- ensure that actions taken in relation to cyber-bullying; use of technology and distribution of intimate or inappropriate images are addressed appropriately in partnership with supporting agencies including police – in keeping with our e-safety policy.
- ensure that bullying is dealt with appropriately in relation to and alongside the College radicalisation policy, as appropriate.
- where appropriate, the College will report incidents of bullying to the police and co-operate fully with any investigation arising.
- where appropriate, the College will work with any relevant outside agency in offering support and advice to parents, victims or perpetrators.
- ensure that pupils are the driving force behind the whole college anti-bullying strategy. Pupil bodies including progress groups, peer mentors, student leadership groups, subject ambassadors and prefects will be consulted on strategies to raise awareness of bullying and take preventative action.
- support College peer mentors in organising activities and events to raise awareness of bullying in all forms. College systems in relation to raising awareness and prevention of bullying will be discussed with ambassadors to ensure a whole school approach.
- ensure that both perpetrators and victims receive appropriate support following any bullying taking place and that this results in action to help both parties move forward and avoid further such incidents.

Recording of Incidents

Bullying incidents are recorded both electronically in the college's management system and within files held centrally in college. Bullying incidents are reported to the Local Authority as appropriate and to the LGB Link Governor for Safeguarding on a termly basis.

Analysis of bullying incidents by the Headteacher, the Governors, Pastoral Leaders, the Safeguarding officer and Progress Leaders will inform future planning for intervention, raising awareness and pro-active activities.

Any serious single or repeated incidents of bullying should be reported to the child protection team via the College's CPOMS system; appropriate action will be taken to support victims and perpetrators in partnership with external agencies, if appropriate.

Reporting of Incidents

Bullying should be reported by parents, staff, victims or any other pupil or party that may be witness to bullying behaviour at the College in any of the following ways by;

- putting information into any of our anonymous anti-bullying boxes which can be found in each base.
- reporting concerns or incidents online via our WoW form, a pupil peer and self-reporting system – the message will then go directly to the Headteacher and the Designated Safeguarding Lead.
- reporting any incidents or concerns to peer mentors or prefects who have received training, they will be able to pass information to an adult who is able to deal with it effectively in school.
- reporting bullying to any member of staff, whether this be a teacher, progress tutor, pastoral lead, designated safeguarding lead, any of the school counsellors, the school nurse or member of our support or admin team.
- sending an email to any member of staff through the school system if pupils feel uncomfortable approaching them directly.
- parental telephone calls to college to speak to either progress tutors, progress leaders, senior leaders or any other member of staff.

Strategies employed at the College to challenge and prevent the development of bullying behaviour include the appointment and training of pupil leaders including student leadership teams, peer mentors and prefects so that they can act as ambassadors in school for anti-bullying and a source of information and advice for other pupils.

Information is also gathered every half-term from the whole pupil body with regards to the leadership and management, behaviour, expectations and anti-bullying at the College. The views of pupils is taken into account and informs planning and intervention for anti-bullying. Pupils identified represent all year groups and all micro-populations in the College including SEND pupils.

The College actively promotes respect and celebrating difference through reward and celebration. Marsden Heights has high expectations which encourage good behaviour and reject all forms of bullying.

Success in relation to anti-bullying is recognised within the school's own celebration events and applications for external awards on behalf of individuals or the College.

The College will highlight equality and celebrating difference; regularly raising awareness through assemblies, the weekly pupil bulletin, pupils working on WoW week activities and engagement in nationally recognised days such as Anti-bullying week, Black History month, LGBTQ+ month and mental awareness week in order to drive out any prejudice-driven bullying.

We support the victims in the following ways by:

- offering them an immediate opportunity to talk about the experience with their progress tutor, counsellor, pastoral leader or another teacher if they choose for as long as it is needed.
- offering the victim the opportunity to be a part of a restorative justice approach with the perpetrator if they feel comfortable with this.
- informing the victim's parents/carers as soon as possible.

- offering strategy sessions with our pastoral team, school counsellor or school nurse. This may be to support victims in developing or regaining confidence or self-esteem or to help them to develop coping strategies.
- offering pupils a 'personal check plan' to monitor other pupils' behaviour towards them.

In addition to any disciplinary action, we would support pupils who display bullying behaviour in the following ways by:

- talking about what happened, to discover why they became involved.
- informing the bullies' parents/carers as soon as possible.
- continuing to work with the bullies in order to re-educate perpetrators and support them in changing their behaviour through support sessions delivered by the College pastoral team.
- giving access to those pupils who display bullying behaviour to Marsden Heights counsellors if required or a referral may be made to any external agency (YOT, Family Support Team etc) if appropriate.
- offering the opportunity to meet with victims as part of a restorative approach, if the victim is comfortable.

Disciplinary action taken may include:

- an official warning to stop offending, delivered by the headteacher.
- informing the bully's parents/carers - this meeting will be held with a member of the senior leadership team.
- time out from the College community for a period of time at break and/or lunch times in our RESET room.
- arrangements made for that pupil to be escorted to and from College premises or detained at the end of the day.
- suspension.
- serious and/or persistent bullying may result in permanent exclusion.

Cyber-bullying

Internet or cyber-bullying both inside and outside the college day is unacceptable. Cyber-bullying has an impact on the learning, relationships and ethos within college. The College will work with pupils to ensure that cyber-bullying is challenged and take appropriate action with pupils within Marsden Heights that may be involved. Victims of cyber-bullying will be supported by Progress Leads and the College counselling team. Perpetrators of cyber-bullying will be challenged and will be supported by the pastoral team in changing their behaviour.

All parents will be informed when the College is made aware of issues arising from social media.

Marsden Heights will continue to ensure that pupils know and understand how to remain safe online. Work is completed with pupils in PSHE lessons and we have visitors who provide resources and support as appropriate. Outside speakers will also be invited into the College including the police and LCC e-safety team to promote internet safety. We also have recruited e-safety ambassadors whose role is to raise awareness inside college and in our local primary schools. We also send out to parents every month an e-safety newsletter informing them of the prevailing issues.

Internet safety is embedded across the curriculum and the College has a robust monitoring system called SmoothWall. All pupils and staff sign an acceptable-use policy. Pupils' home pages provide information for e-safety as a constant reminder and e-safety is delivered particularly within the ICT/PSHE curriculum.

All pupils and staff will be expected to use College technology in keeping with AUP/ ICT policies and have signed documentation to this effect.

Pupils/parents who report cyber-bullying to Marsden Heights will also be encouraged to report their concerns to the site providers and the police. Marsden Heights will co-operate fully with any investigation with outside agencies.

Leadership, Management and Governance Responsibilities

Responsibilities: The Governing Body will:

- ensure that the College complies with this policy from its implementation.
- ensure that the College's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future strategies.
- challenge the management team with regards to management and monitoring of the anti-bullying strategy and bullying behaviour. The named governor for anti-bullying strategy is Ed Saville.

Responsibilities - The Headteacher will:

- implement the policy, its strategies and procedures and ensure that all stakeholders are aware of this policy and have access to it.
- ensure that all staff receive appropriate support and continued professional development in order to ensure that this policy is implemented.
- actively challenge and take appropriate action in any cases of bullying and ensure that any incidents of harassment or bullying are dealt with and recorded appropriately.
- respond appropriately to any issues or concerns raised by any stakeholder in relation to bullying, intimidation or harassment.
- ensure support and guidance for staff in dealing with and identifying bullying behaviour. This may be formal external training, in-service training or support from a senior member of staff when incidents may occur.
- report to governors annually regarding any incidents and action in relation to bullying.
- ensure analysis or evaluation of incident records is used to inform practice and improvement.

Responsibilities - All Staff will:

- be vigilant in all areas of the college in relation to any type of harassment and bullying and ensure that appropriate and fair action is taken in relation to any incidents.
- identify and challenge bullying and discrimination through an inclusive curriculum and whole school ethos.
- be a role model for pupils and treat all other staff and pupils with respect in keeping with the College's values of 'hard work, trust and fairness'.
- to actively promote good behaviour and a positive ethos through a system of recognition, reward and celebration of success. Staff should use reward systems to model and encourage respect, acceptance and tolerance between pupils and staff.

Breaches of the policy will be rigorously followed up using appropriate procedures and reported to the Governing Body/United Learning as required.

Policy Planning and Development

Views of stakeholders will be taken into consideration in the implementation of this policy. Stakeholders will be regularly consulted via methods such as peer mentor/prefect/ school leadership meetings, pastoral staff meetings, governors meetings and regular questionnaires to inform further action.

There will be a systematic review of the impact of policies within an appropriate time scale.

Monitoring and Quality Assurance

A central record, target-setting, reporting and analysis of data will continue to ensure that all pupils are supported in fulfilling their potential and that pupils that are involved in bullying or are victims of it are well-supported.

Quality assurance procedures for monitoring will be in keeping with agreed systems and evidence of implementation will be found in school discipline records and data collection systems. Data collected will be used to inform further school planning, action, target-setting and decision-making in relation to the anti- bullying strategy.

This process will be continuously developed and monitored by Marsden Heights' senior leadership team. The governor who oversees our vulnerable provision conducts termly audits, working with staff and pupils to ensure that voices are heard and action is taken.

If any further information or clarification is required, please contact Alyson Littlewood, Headteacher through the school admin account admin@marsdenheights.co.uk or by ringing 01282 683060.

Named person responsible for this policy: Alyson Littlewood

Named governor responsible for this policy: Ed Saville

Signed - Chair of LGB: 

Signed - Headteacher: 

Agreed by Marsden Heights LGB: to be ratified by LGB 10 October 2024

Review date: 1 June 2025