



## **ANTI-BULLYING POLICY**

**Review date: July 2023**

**Responsible for Review: Vice Principal**

## Rationale

The aim of our anti-bullying policy is to:

- Clarify for students and staff what bullying is and that it is always unacceptable.
- Explain to staff, students and college community why bullying and harassment occur and their impact on individuals and the college as a whole.
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.

Moat Community College also intends to:

- Involve the student council in any planning, discussion and dissemination of any work related to anti-bullying.
- Have in place an anti-bullying support system, that all staff and students understand and to apply the system consistently.
- Regularly monitor and review the policy with the full involvement of staff, student, parents/carers and the wider college community.

## What is bullying?

Bullying can take many forms and the list below is designed to highlight some of these:

- a) Physical - Hitting (major assault or persistent minor assault) – punching, kicking, damage to personal property, theft of money and attempts to extort money.
- b) Verbal - Name calling, insulting, making offensive remarks, persistently humiliating others by making them the subject of jokes or comments.
- c) Indirect - Spreading stories about someone, excluding from social groups, repeating rumours, acting as a go-between to incite fights or arguments.
- d) Emotional - Isolation – passing notes – use of e-mail, internet or other electrical devices for the purposes of bullying or threatening behaviour.
- e) Bullying by race, gender, sexual orientation or disability - Any physical or verbal action which targets an individual or group in any of these categories. This can include racist abuse or harassment, wearing provocative badges/insignia, bringing racist literature to college, racist or abusive graffiti, or refusal to cooperate with others from a different ethnic group. Bullying in relation to sexual orientation, verbal or physical abuse or written abuse relating to gay, lesbian, transgender or homophobic issues. Furthermore, any behaviour or action that targets pupils with special educational needs or a disability is also included in this category.
- f) Cyber-bullying - The advent of social media has created numerous challenges for parents/carers and colleges. Very often harassment via social media takes place out of college. The college is aware that often incidents will start outside of college but then come into college. In all instances, the college will do what it can to support parents/carers and students and advise on courses of action to take.

## Procedures

### What we do to prevent bullying

#### 1 Staff

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well being in college. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

We expect staff will:

- Provide children with a framework of behaviour including class rules which supports the whole college policy.
- Emphasise and behave in a respectful and caring manner to students and colleagues, to set a good tone and help create a positive atmosphere.
- Provide children with a good role model in terms of behaviour and attitude.
- Raise awareness of bullying through tutorial work, assemblies, student council, PSHE and citizenship, RE and other curriculum areas.
- Through the principal, keep the governing body well informed regarding issues concerning behaviour management.
- Pass on any concerns to an appropriate member of staff.
- Provide key staff members to have overall responsibility for the two key stages and who will manage any concerns
- Provide a key staff member who is responsible for the monitoring of the Policy – currently **Mrs J Higham**, Vice Principal.

#### 2 Parents/Carers

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at college:

- Support us in helping us meet our aims.
- Feel confident that everything is being done to make sure their child is happy and safe at college.
- Be informed about and fully involved in any aspect of their child's behaviour.
- Be informed about who can be contacted if they have any concerns about bullying.

#### 3 Governors

We expect that governors will:

- Support the principal and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.

- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

#### 4 Students

We expect that students will:

- Support the principal and staff in the implementation of the policy. This might involve contributing to agreed approaches designed to reduce bullying or better deal with incidents that arise.
- Be involved in the monitoring and review of the policy.
- Feel confident that everything is being done to make college a safe and secure environment for them to achieve and learn.
- Feel supported in reporting incidents of bullying.
- Contact a trusted member of staff as soon as possible after a bullying incident takes place and clearly relate what has happened.
- Be reassured that action regarding bullying will take place.

#### **Reacting to a specific incident**

##### Recording

All incidents in or out-of-class should be recorded. Incidents clearly identified as bullying must be reported to a senior member of staff

The parents (of both bully and person bullied) need to be informed of what has happened, and how it has been dealt with.

##### Dealing with an Incident

Whenever a bullying incident is discovered Moat Community College will go through a number of prearranged steps. The exact nature of each step will depend in part on the nature of the incident and those involved.

- The college community need to be aware that when a bullying incident has come to the attention of adults in the college it has been taken seriously and action has resulted.
- Moat Community College expects to support all involved by:
  - ☒ Talking through the incident with bully and person bullied
  - ☒ Helping the bully and victim to express their feelings
  - ☒ Talking about which rule(s) has/have been broken
  - ☒ Discussing strategies for making amends
- Sanctions may include:
  - Time away from an activity within the classroom.

- Time out from the classroom.
- Missing break or another activity
- Formal letter home from the vice principal expressing concerns, where the pattern of behaviour continues.
- Meeting between staff, parent and child.
- Pastoral Support Plan
- Detention after the school day
- Suspension
- Permanent exclusion

Parents (of both bully and person bullied) are informed of what has happened, and how it has been dealt with.

Safeguarding procedures should always be followed when concerns arise.