

MAIDEN ERLEGH TRUST

Anti- Bullying Procedures

Including local arrangements for

Maiden Erlegh School in Reading



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| INIITAL APPROVAL | June 2015 |
| REVIEW | June 2016 |

Definition

Bullying is any act carried out by a group or individual, repeatedly over time against a target who cannot defend themselves, that intentionally causes harm, either physically or emotionally.

Bullying behaviour may be direct or indirect. Direct forms include physical violence and threats; verbal assaults and taunts; the destruction of property; extortion; unwanted sexual interest or contact. Examples of indirect forms of bullying include ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumour; abusive or oppressive graffiti (this includes cyber-bullying).

Maiden Erlegh School takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents which involve race, culture, country of origin, sexism, disability, giftedness or homophobia. In such cases these issues will be specifically addressed with the bully (and his/her parents where appropriate) in the course of post incident management.

Rationale

There is no justification whatsoever for bullying behaviour and it will not be tolerated in any form. Prejudice of any sort is absolutely repudiated as a reason for bullying.

Bullying behaviour is a problem for both the bully and the target and is addressed in positive and constructive ways which provide opportunities for growth and development for the bully and target alike.

We believe that taking proactive, preventative action is key. This is best done through the development of a school ethos based on mutual respect, dignity of the individual, inclusion, fairness and equality. This is embodied in our Maiden Erlegh School Targets Bullying strategy.

Effective management of bullying is a shared responsibility and strategies involve school staff and parents working together (sometimes with other professionals) with students who are the targets or perpetrators of bullying behaviour.

Principles

All members of staff and all students have a right to carry out their work in a supportive, safe and positive environment.

Every student has the right to learn, to experience success and fulfil his/her potential.

Every teacher has the right to teach, to experience success and fulfil his/her potential.

Every member of the school community has the right:

- To feel valued
- To feel supported
- To feel safe and secure and protected from harm, humiliation and abuse
- To a healthy, pleasant environment
- To be treated with respect
- To be treated with dignity
- To be treated fairly

Aims

- To promote an atmosphere in which there is a respect for others, recognition of others' achievements and differences are valued.
- To promote an atmosphere which is conducive to learning.
- To promote behaviour which is in the best interests of all members of the school.
- To promote good manners towards all members of the school community, to visitors and to members of the community outside the school.
- To eliminate intimidating and aggressive behaviour in line with our ethos of providing a "secure, caring community" where bullying is not tolerated in any form.
- To clarify to stakeholders our methods for responding to incidents of bullying behaviour and for fulfilling our statutory responsibility to respect the rights of students and to safeguard and promote their welfare.

Scope

This policy applies to incidents of bullying which take place on school premises, on the journey to and from school (while students are in uniform), on off-site activities organised by school and while using school equipment.

*The School is not **legally** responsible for bullying which takes place elsewhere. (L.B.S.v Sussex C.C.)*

Maiden Erlegh School in Reading will, however, respond positively to any information it receives about bullying outside school thus:

1. If a student is responsible for bullying other students outside school, including cyber-bullying, then this matter will be addressed eg: support will be offered to the target of the bully and any bullying behaviour happening within the scope of this policy will be sanctioned. The bully's parents will also be informed so they can take appropriate action.
2. If a student is found to be the target of bullying outside school then help and support will be offered and advice given on how to avoid further incidents in future. The target's parents will be informed so they can take appropriate action.
3. If there are more general concerns about student safety outside school then the local police will be contacted and their help sought in making the area around the school premises more secure.
4. If information is received that a student is being bullied by a sibling outside school this will usually initially be discussed with the parents. If concerns persist then the matter will be referred to the Children's Services.
5. If a student is being bullied by students of another school the Headteacher of that school will be informed and invited to deal with the matter.

Monitoring and evaluating

Each incident of bullying falling within the school definition will be recorded. Any incidents involving race, culture, country of origin, sexism, disability, giftedness or homophobia will be identified.

A termly report will be made to the Headteacher and an annual one to the Local Advisory Board and Trustees indicating the numbers of bullying incidents and any trends which may emerge. Senior staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents and students.

ANNEX 1: ANTI-BULLYING PREVENTION STRATEGIES

“Maiden Erlegh School in Reading Targets Bullying”

All staff involved in the education and/or supervision of students will be made aware of the issue of bullying and the need to apply the school’s policy consistently.

In addition the issue of bullying will be raised with students at a number of levels including:

- A programme of timetabled assemblies and pastoral sessions which targets each year group and introduces and reinforces the messages of Maiden Erlegh School in Reading Targets Bullying.
- Activity Leaders organise (a) a range of activities to enable students to mix widely and (b) competitions to raise the profile of anti-bullying and inclusive behaviours.
- Clear statements about the Maiden Erlegh School in ReadingTargets Bullying campaign in classrooms, school literature and on the website and VLE.
- Clear signposting of where students and parents can access support in school and out.
- A dedicated anti bullying email address target@**TO BE FINALISED**
- Re-enforcement of our school ethos at transition points – with a clear emphasis on everyone’s responsibilities to support and include each other.
- Maiden Erlegh School in Reading Targets Bullying is a key element in Y7 PSHE, and then is revisited in Years 9 and 11.
- Pastoral and Senior Leaders will monitor bullying data to ensure that prevention strategies and interventions are high impact.
- The Student Council will work with the student body to reinforce the key messages of Maiden Erlegh School in Reading Targets Bullying and ensure that student views are included in the development of the policy and linked strategies.

Maiden Erlegh School in Reading Targets Bullying

KEY PREVENTATIVE ACTIONS FOR STAFF

1. Ensure Maiden Erlegh School in Reading Targets Bullying posters are clearly displayed in classrooms.
2. Take every opportunity to reinforce the message of mutual respect, inclusion and equality.
3. In all classrooms and school settings it is understood that students speaking to the class or a group are afforded the same respect as a member of staff
4. Do not accept any inappropriate comments or gestures. Give them one chance only by saying “That’s not appropriate because ...”. Thereafter call On Patrol.
5. Praise students who actively embrace our ethos of inclusion, respect and equality.
6. Group students to the best of your ability to ensure that all are included and supported (avoid student choice when creating groups).

Our Anti-bullying policy is available on the website (with hard copies available on request).

Maiden Erlegh School in Reading Targets Bullying documentation will be available on the VLE and website and updates will go to parents and students via the Learning Gateway.

ALL INCIDENTS OF BULLYING BEHAVIOUR, OR SUSPECTED BULLYING BEHAVIOUR, MUST BE REPORTED TO THE HEAD OF YEAR IN WRITING.

Maiden Erlegh School in Reading Targets Bullying

ACTIONS FOLLOWING A REPORT OF A SUSPECTED BULLYING INCIDENT.



