

MAIDEN ERLEGH TRUST

Anti- Bullying Procedures

Including local arrangements for

Maiden Erlegh School in Reading



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
- 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
- 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
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

in Reading

All staff involved in the education and/or supervision of students will be made aware of the

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 Reading Targets 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

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

Maiden Erlegh School in Reading Targets Bullying

ACTIONS FOLLOWING A REPORT OF A SUSPECTED BULLYING INCIDENT.

No bullying is substantiated.

Students and parents receive feedback and evidence is retained on student files.

There has been unkind/unacceptable behaviour but that does fit the definition of bullying.

Students are sanctioned according to our Rewards, sanctions and Attendance Policy. Restorative Justice (RJ) used as appropriate. Parents informed and evidence is retained on student files

The bullying is substantiated but does not involve any illegal activity.

Student as target of bullying.

Student as perpetrator of bullying.

Student receives confirmation that reporting the bullying was the right thing to do and that they are not responsible for the behaviour of the bully.

Students signposted to anti-bullying help lines etc.

Parents informed in writing and support strategies confirmed.

In-school support offered from:

- action to secure the student's immediate safety
- strategies to prevent further incidents
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- friendship group engaged in support
- counselling (in school or out)
- or Peer Mentoring
- JAC mentoring on assertiveness and self-esteem
- extra supervision/monitoring
- RJ or adult mediation
- Learning Mentor support
- arrangements to review progress
- referral to anot7.92 250.2 nBT/F10 9 Tf1 0 0 1 142.1 9804

