



Approval and review: Anti- Bullying Policy

This policy is the responsibility of Julian Alsop

This policy was approved by Julian Alsop on: 18th May 2024

This policy is due for review by: May 2025

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INTRODUCTION

MIAG Ltd holds the opinion that bullying is not acceptable in any form from any individual or group.

We set out to educate all students attending our school about the issues surrounding bullying and to deal effectively with incidents when and where they arise. However, the schools are not the only place where anti-bullying education can take place and we wish to work alongside parents in this. Whilst it is not possible to take responsibility for incidents of bullying which occur outside of school we would aim to support and assist parents in their management of the incident.

We will ensure all staff are educated/trained about child-on-child abuse and that any incidents reported are dealt with in a serious and efficient manner. Colleagues are also empowered to intervene where they come across any potential bullying, including that which would be seen as harmful sexualised behaviour.

DEFINITION

As guidance, we recognise the definition as provided by the DFE in its document "Don't Suffer in Silence" (1994) and subsequent publications by other organisations, where bullying has three fundamental common traits:

- It is deliberately hurtful behaviour
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves

We also recognise that bullying takes five main forms which are:

- Physical - hitting, kicking, taking belongings
- Verbal - name-calling, insulting, sexist, racist or homophobic remarks
- Emotional - spreading nasty stories, excluding someone from social groups; use of notes to start/continue "verbal"

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Indirect bullying:

- Cyber – use of e-mail, social media, texts etc to start/continue “verbal” & indirect bullying, coercion
- Sexual – crude comments, vulgar gestures, uninvited touching, sexual propositioning, nude/semi-nude images
- Prejudicial – targeting others for being different and singling them out – race, religion, sexual orientation, SEN,
- Appearance, health conditions.

PURPOSE AND OBJECTIVES

- To protect students from physical attack and other forms of bullying, including racial abuse, name calling, stealing, threats, malicious gossip, intimidation, LQBGQ+phobia, harmful sexualised behaviour and the use of mobile devices or ICT as a means of bullying (child on child).
- To encourage all members of the school community to have a positive self-image and educate on positive well being.
- To help students to view themselves as part of a community and, by example, to nurture their abilities to sustain relationships with families, peers, and the world outside.
- To encourage students to voice their concerns about others with confidence.
- To work with parents and carers to build an understanding of the school's responsibility to ensure the welfare of all students.
- To establish and maintain procedures so that all students know how to act if they have concerns or need support.
- To provide a means for open and effective communication between students, teachers, parents and other agencies working with young people.
- To reduce and ultimately eradicate the number of incidents of bullying.
- All students will know how to access support and “face up” to the bully using assertiveness.

The school has PSHE and/or Tutor assemblies to teach children about the central issues related to bullying, child on child abuse, etc. Our aim is to develop an understanding of the causes and effects of bullying and to provide opportunities for pupils to develop strategies to prevent and resolve bullying.



Staff teams work with students on a regular basis to build understanding and skill in dealing with issues related to bullying. In turn this awareness is shared with and developed in the work undertaken by the student council or similar focus groups. Hambling View will also be promoting and developing peer mentors or community ambassadors who support children with issues related to bullying. Assemblies are used to remind students of the effects of bullying and how to report it and respond to it.

Training is arranged for all key personnel in the school as part of the induction package and is enhanced by regular internal meetings and discussions. This also includes safeguarding updates, for example child on child abuse training and how to recognise harmful sexualised behaviour.

The school actively seeks the support and help of all outside agencies in the resolution of these issues where appropriate. These will and do include:

- Specialist Behaviour Service
- Social Services
- Police
- Youth Connect
- GPs
- Play therapy
- Team Teach approaches

ACTION

If bullying is suspected or reported, then the staff involved will talk to the victim, the perpetrator and any relevant witnesses. A written record should be made of the incident(s) on the school behaviour management system and any witness statements (dated and signed) should also be logged/filed as part of the behaviour management system.

It may be appropriate for the member of staff to involve classroom school staff after initial appraisal of the incident. The principal aim is to deal with the issue in the most appropriate manner and to treat each incident individually. This allows staff to respond in a flexible and caring way to the feelings of the victim. It should be noted that in more minor cases of bullying the "heavy hand of discipline" is not always the most desirable approach.



If the member of staff involved is in any doubt of how to proceed then they should, without exception, discuss the matter with the Headteacher. They should not work outside the school structure and should always ensure adequate records are kept.

In support to the victim staff should:

- Reassure the victim they will be taken seriously.
- Avoid blaming the victim.
- Provide an immediate opportunity to talk about the situation.
- Respond to the feelings of the victim.
- Inform parents/carers.
- Offer continued support personally or through arrangement with staff.
- Be seen to take appropriate action.
- Ensure that the incident is logged.
- Ensure the victim and parents/carers understand the actions that have been taken.

In discussion with the perpetrator staff should:

- Aim to raise the perpetrator's awareness of the damage caused to their victim inform parents/carers.
- Provide continued support to ensure development of a more acceptable level of behaviour.
- Investigate the involvement of outside agencies where appropriate.
- Put in place a sanction in line with the behaviour policy.

DISCRIMINATORY AND PREJUDICE-BASED BULLYING

The school has a zero-tolerance approach to the use of discriminatory language or behaviours. The response to such behaviour will be robust and is likely to lead to a formal suspension from school as well as support for the perpetrator and victim. Repeated behaviour of this type may result in permanent exclusion from school.

In line with the Equality Act 2010 it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and

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- Foster good relations between people who share a protected characteristic and people who do not share it.

CHILD ON CHILD ABUSE AND BULLYING OF A SEXUAL NATURE

The school has a zero-tolerance approach to child on child abuse and bullying of a sexual nature. The response to such behaviour will be robust and is likely to lead to a formal suspension from school, as well as support for the perpetrator and victim. However, as the students of Hambling View all have an EHCP, any incident will be dealt with via education around behaviour and the law alongside any formal discipline taking place. Repeated instance of behaviour of this type may result in permanent exclusion.

DISCIPLINARY STEPS

Through raising awareness and developing a sense of mutual respect the school aims to deal with the majority of incidents of bullying through discussion and continued support for both victim and perpetrator. All action will be taken at a level that is appropriate to the student's level of understanding and often the support for both perpetrator and victim will be around raising awareness and education.

If the incident is of a serious or continued nature following earlier interventions, It may be appropriate for the perpetrator to be suspended from normal school society at break and/or lunchtime for a period, or certain lessons, to act as a deterrent and/or punishment. Parents/carers should be informed of this action and may be required to attend a meeting at school to discuss the disciplinary actions and how a repeat of unwanted behaviour can be avoided in the future.

For repeated incidents of bullying or for incidents that involve physical attack, physical intimidation or prejudicial abuse, the school may wish to suspend the perpetrator for a fixed period of time or permanently exclude them from school.



REPORTING BULLYING OF ANY KIND

Students should report any bullying to a member of staff in their school. In some cases, it may be necessary to pass information or concerns on to the safeguarding team or DSL. Some bullying can be resolved using the school behaviour policy, but there may be times when bullying may also be a safeguarding concern.

PLEDGE OF RESPECT

Hambling View staff, students and parents are all expected to adhere to the schools Pledge of Respect which is agreed and signed by all stakeholders. This will be reviewed in September 2024 with all parties having input into the review process.