The Marlborough Science Academy Anti Bullying Policy GP15	
Responsible Governing Body Committee:	**Personnel Committee**
Policy type:	**Statutory**
Date of Origin:	**December 2006**
Adopted by:	**Full GB**
Author:	**Doug Eve**
Location:	**T:Drive_Shared_POLICIES**
Filename:	**Anti-BullyingPolicy.doc**

Review Due Date	Review Completed	Amendments Y/N
18th June 2015	October 2015	N
June 2017	October 2017	Y
September 2019	October 2020	Y
October 2021	February 2022	Y
October 2023	September 2023	Y
September 2024	September 2024	Y
September 2025		

Other policies/procedures linked to this policy:
Whole School Behaviour Policy
Child Protection and Safeguarding Policy
Mobile Phone Policy and Procedure
Equality Policy

Statement of Intent

Every member of The Marlborough Science Academy has the right to learn in an appropriate and safe atmosphere. Abuse of any kind is unacceptable. Positive action is needed from all responsible adults. We are committed to the view that everyone is part of our community, and we have a shared responsibility to ensure that bullying is unacceptable and not tolerated. Every member of this school is equal and should be treated with respect. We take all instances of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

Here at the Marlborough Science Academy we believe that our values create and underpin our ethos. The five core values of Dignity, Kindness, Compassion, Courage and Endeavour form the foundation of all we do as a school and help us to secure a vibrant community in which to flourish. This policy has been created to help promote and ensure that these values remain at the heart of everything we do as a school.

We advocate that a positive learning environment is built on the foundation of these five school values which create a culture where students demonstrate:

- Kindness and compassion in their interactions with peers, staff, and visitors, both within and outside the school premises

- Dignity in their conduct, showing respect for themselves and others

- Endeavour in their approach to learning, striving for personal growth and academic excellence

- Courage to stand up for what is right and to face challenges with resilience

What is Bullying?

For this policy bullying is defined as:

Repeated, negative behaviour that is intended to make others feel upset, uncomfortable or unsafe and the relationship involves an imbalance of power. It can happen face to face or online. It can leave children hurt, distressed or frightened.

Bullying includes:

Emotional	Being purposefully unfriendly, excluding, tormenting
Psychological	Deliberately excluding or ignoring people
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence

Prejudice-based and discriminatory, including: Racial Faith-based Gendered (sexist) Homophobic Biphobic Transphobic Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcastic comments, spreading rumours, teasing
Cyberbullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites. This can be flaming/trolling, catfishing, outing/exposing, cyber stalking, exclusion, online sexual harassment or denigration
Graffiti	Offensive names, comments written in public or private spaces

Bullying behaviour can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender Identity (Transphobic bullying)
- Special Educational Needs or Disability
- Home circumstance (bullying looked after children or young carers)
- Any identified differences

Bullying behaviour is not when two children have fallen out.

Where incidents of cyberbullying occur during times when students are not at school, e.g. during weekends and holiday periods the school will not necessarily investigate unless the effects of these incidents affect the wellbeing, safeguarding or behaviour in school. It is recommended that these incidents should be reported to the police directly by the parents.

Prejudice Based Incidents

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take on any of the forms of bullying behaviour listed above and will be appropriately challenged and sanctioned.

A Prejudice-based incident is any incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. These are taken seriously and those involved will be sanctioned in line with our behaviour policy.

Effects on Victims of Bullying

Bullying behaviour can seriously damage a person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. Students who are being targeted by bullying behaviour may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence in work patterns, lacking concentration or truancy from school. These signs and symptoms may indicate other problems, but bullying behaviour should be considered a possibility and should be investigated.

Reporting an incident

All members of the school community; staff, students, parents and carers, have a responsibility to look out for potential signs of bullying behaviour and report it to the relevant staff. The school has a clear and concise system of dealing with issues raised by parents, carers or students.

Students are encouraged to share their concerns/issues with their Form Tutor, Director of Learning, member of the Safeguarding Team or any other member of staff that they feel comfortable talking to.

An incident can also be recorded online using our 'Raccoon' – (Report a Concern Online) system. This can be found on the school website under the useful links tab on the home page.

Once an incident has been reported, all students (separately) will be interviewed, and the Director of Learning or another member of the pastoral team will undertake an investigation

All those involved will be asked to complete written statements (including any witnesses)

The Director of Learning, in conjunction with their line manager/DSL will decide whether the incident will be managed internally or whether to involve parents/carers or external agencies
If a student is injured, details of the injury will be recorded. If there is a serious injury the Headteacher will be informed, and the police may be contacted

Parents will be kept informed and are discouraged from taking matters into their own hands and should not approach a suspected student but speak to a member of staff. It should be understood that investigating bullying incidents can be complicated and due to the sensitive nature of some of these incidents it can take time to complete the investigation. Parents and interested parties will be kept informed throughout this process.

Dealing with an incident

The staff and Governors take reports of bullying behaviour seriously. The school will discuss with all parties the appropriate resolution to any issue that is raised. Whenever possible all parties will be reconciled. Each case will be monitored to ensure that the inappropriate behaviour(s) has stopped.

When an incident of bullying behaviour occurs, the school will undertake the following steps:

- Make sure that all reported incidents are taken seriously and dealt with swiftly
- Undertake a sensitive investigation that supports the victim (Form Tutor/Director of Learning
- Work with the people/groups choosing bullying behaviour and try to identify what led to the behaviour
- Undertake restorative work with all parties involved, where appropriate, using external agencies where necessary
- Make sure that all incident(s) are logged on the school's bullying behaviour log
- Take into account neurodiversity / additional needs

Support for Victims of Bullying

Students who are targeted by bullying behaviour will be offered the opportunity to discuss their experience with a member of the pastoral staff and be offered support in terms of access to counselling to restore self-esteem and build confidence.

Support and sanctions for students who have displayed bullying behaviours

Students who have exhibited bullying behaviour will be helped by; discussing what happened, discovering why the student became involved and establishing a sense of wrong-doing. Parents/carers will be informed to help change the attitude and behaviour of the student.

The following disciplinary steps may be taken:

Verbal or written warning to cease offending
Exclusion from certain areas of the school premises or certain activities
Detentions
Report cards
Referral to senior staff and/or external agencies
Internal fixed term exclusion
External fixed term exclusion

In very serious cases of repeated incidents permanent exclusion may be considered.

Further Monitoring

All incidents of bullying and prejudice behaviour will be reviewed by the leadership team on a weekly basis as a part of the behaviour report.
Following the leadership review each week the incidents will be shared with the middle leaders to discuss with their teams.
All recorded cases of prejudice behaviour will be reviewed with the students (victim and perpetrator) by the DSL following any sanctions imposed by the school to identify if any further support is required

Signs of Bullying behaviour

A student may indicate by signs or behaviour that they are being targeted. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school or of taking the bus/ changes their usual routine
- is unwilling to go to school (school phobic) or begins to truant
- becomes withdrawn anxious, or lacking in confidence
- self-harms
- attempts or threatens suicide
- runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or possessions damaged / 'missing'
- has dinner or other monies continually "lost" / comes home hungry (money/lunch has been stolen)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is demonstrating bullying behaviour towards other children or siblings
- stops eating
- is upset but frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone

(note: this is not an exhaustive list)

These signs and behaviours could indicate other problems, but bullying should be considered a possibility.

Prevention of Bullying

As a school we take bullying behaviour seriously. We use a range of proactive strategies to prevent bullying behaviour. These include:

- Effective school leadership that promotes an open and honest anti-bullying behaviour ethos
- Use of curriculum opportunities, in particular tutor periods through discussions from

'theme of the week PowerPoints' and PSHE classes where issues of diversity are discussed and anti- bullying behaviour messages are drawn out

- Use of opportunities throughout the school calendar to raise awareness of the negative consequences of bullying behaviour, e.g. Anti-Bullying Week
- Whole school assemblies
- Pupil feedback through learning counts
- Poster campaigns
- Improved supervision during breaks and lunch
- Work by the student diversity group
- Staff induction and continuing professional development to ensure staff training reflects the anti-bullying behaviour policy and practice of the school
- Every student reads and signs The Home School Agreement which clearly states that pupils should treat each other with respect
- Promotion of our school values that focus on kindness and compassion.
- Participation in the Diana Award Scheme, https://diana-award.org.uk/

Responsibilities of staff

Our staff will:

- Foster in our students self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our students
- Discuss bullying behaviour with classes, so that every student learns about the damage it causes to both the child who is targeted and to the student choosing bullying behaviour and the importance of telling a teacher when it happens
- Be alert to signs of distress and other possible indications of bullying behaviour

Responsibilities of students

We expect our students to:

- Refrain from becoming involved in any kind of bullying behaviour, even at the risk of incurring temporary unpopularity
- Report to a member of staff any witnessed or suspected instances of bullying behaviour
- Not standby and watch others be targeted by bullying behaviour - be an upstander, not a bystander
- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets

Responsibilities of parents/carers

We expect all parents/carers to:

- Watch for signs of distress or unusual behaviour in their children, which might suggest evidence of them being targeted by bullying behaviour
- Advise their children to report any bullying behaviour to staff and explain the impact of allowing bullying behaviour of either themselves or others to continue
- Advise their children not to retaliate violently to any form of bullying behaviour
- Inform the school of any suspected bullying behaviour, even if their children are not involved
- Cooperate with the school even if their children are accused of bullying behaviour
- Highlight the impact of bullying behaviour, both for the children who are targeted and those choosing bullying behaviour themselves

Monitoring, evaluation and review

The school will review this policy every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school, SLT and the Governors will be kept up to date with regard to all incidents, interventions and outcomes related to bullying. The school will ask for feedback from both students and parents to further evaluate and review the impact of this policy.

Who / what was consulted

DFE guidelines on anti-bullying policies.
School council.
Governing body.
Protection from Harassment Act 1997
Behaviour Policy
Equality Policy
Home School Partnership Agreement
KCSIE 2024, with particular reference to 'child on child abuse'
Relationship to other policies:
Staff development
The use of mobile technology
When to Call the Police

Roles and Responsibilities

There will be a named member of staff responsible for monitoring incidents of bullying and racial abuse.

Arrangements for Monitoring and Evaluation

The DSL and Deputy Headteacher (Pastoral) will be responsible for reviewing the policy and monitoring the procedures included.

Date Established: December 2006
Latest Review: September 2024

Helpful organisations	Telephone number	Website address
Childline 24hr	0800 1111	*www.childline.org.uk*
Family Lives	0808 800 2222	*www.familylives.org.uk*
Advisory Centre for Education	0207 354 8321	*www.ace-ed.org.uk*
Youth Access	0300 011 5142	*www.youthaccess.org.uk/*
Bullying UK	0808 800 2222	*www.bullying.co.uk*
Anti– Bullying Alliance		*www.anti-bullyingalliance.org.uk/*
NSPCC	0808 800 5000	*www.nspcc.org.uk*
Children's Legal Centre	0808 802 0008	*www.childrenslegalcentre.com*