



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:	
Filename:	

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

**Other policies/procedures linked to this policy:**

Whole School Behaviour Policy GP23  
Mobile Phone Policy GP05  
Whole School Behaviour Procedures SP23

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Equal Opportunities GP09

Child Protection and Safeguarding Policy GP11

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.

**For the purpose of this policy bullying is defined as:**

- “Deliberate hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.”

**Bullying includes:**

- Physical (hitting, kicking, theft)
- Verbal (name calling, discriminatory remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber bullying, including any act of recording or photographing others with the intention of uploading it to social media to cause the victim distress.
- Intimidation by any means

**Purpose:**

- To ensure that students learn in a supportive, caring and safe environment without fear of being bullied.
- To ensure that all staff and students understand that bullying is anti-social behaviour that affects everyone and that it is unacceptable and will not be tolerated.

**Implementation:**

- All staff will be trained in recognising the signs of bullying and how to act firmly against it in accordance with the schools behaviour procedures.
- The school will meet its legal duty under the School standards and Framework Act 1998. It will draw up procedures to prevent bullying among students ensuring that they fully adhere to promoting British Values within school and bring these procedures to the attention of staff, parents and students. The school will respond swiftly to any issue raised by parents about bullying and will make available this policy and the behaviour policy on request.
- All incidents of Bullying, racism, homophobia and sexual harassment 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 student by the DSL following any sanctions imposed by the school to identify if any further support is required
- Victims of bullying will be offered self-esteem support sessions with the interventions and inclusions officer.

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**Who / what was consulted:**

- DFE guidelines on anti-bullying policies. School council. Governing body. Protection from Harassment Act 1997

**Relationship to other policies:**

- Behaviour Management, Equal Opportunities.
- Staff development
- Mobile Technology Home School Agreement
- Equal Opportunities Policy
- KCSIE 2021, with particular reference to 'peer on peer abuse'

**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:**

- There will be a named member of staff responsible for monitoring and evaluating the policy and associated procedures

Date Established: December 2006

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