



Myddelton College

Denbigh, Denbighshire, LL16 3EN

ANTI BULLYING POLICY

STATEMENT.

Here at Myddelton College we aim to have a community that is based on a supportive and caring environment for both staff and students. Myddelton College believes that bullying is an inappropriate social interaction that can have a long-term and damaging effect upon both the victim and the perpetrator. Bullying is defined as actions intended to hurt another, to frighten or threaten and can take place between pupils, between pupils and staff, between staff, by individuals or groups, and uses a variety of methods – indirect, face-to-face or increasingly, cyber methods.

AIM.

The aim of this anti-bullying policy is to give clear advice on how to deal with bullying at Myddelton College in line with the Welsh Government's guidance: 'Respecting Others: Anti Bullying Guidance 2003 circular 23/03'. We aim to create a safe, secure and caring environment where all pupils have the right to enjoy the fullest possible benefits of the educational provision offered by the school. Anyone experiencing bullying is encouraged to report it. Any such allegations will be taken seriously, investigated and addressed.

OBJECTIVE.

The objective of this policy document is that by clearer understanding of all aspects of bullying, including the consequences of bullying by the perpetrator is that we remove bullying from the school. This policy is available to parents, staff and pupils on our website and on request.

Pupils and staff need to be aware that bullying can take on different forms. These are:

- Physical – any form of violence toward an individual or their property
- Extortion – demanding payment in money or in kind
- Gesture – giving people bad looks
- Verbal – name-calling; teasing; spreading stories
- Emotional – not included in social circle, having possessions hidden, damaged or destroyed
- Cyber bullying – bullying by text, email or on social network sites such as Facebook

Pupils are bullied for a variety of reasons from sexuality, race, religion and culture to physical appearance/features, disability or learning difficulties. Bullying can take place between pupils, between pupils and staff, or between staff – by individuals or groups.

The consequences of bullying could be:

- A pupil who becomes withdrawn, moody, aggressive, appear stressed, uncooperative or non-communicative
- A pupil may have disturbed eating or sleeping patterns and have a change in habits
- A pupil who will try to avoid school, finds it hard to concentrate on the curriculum and consequently finds their educational performance beginning to deteriorate
- A pupil who might imitate bullying behaviour or join in to avoid being bullied themselves
- A pupil whose books, bags, and belongings go missing or appear damaged
- A pupil who frequently visits the medical centre with symptoms such as stomach pains, headaches etc. or has unexplained cuts and bruises

This school believes that, when a pupil claims to have been bullied or is suspected of being bullied they are entitled to expect:

- That they will be listened to in an appropriate setting and that every effort will be made to establish the facts
- That appropriate action will be taken to address their concerns and to ensure that there is no recurrence
- That the action the school intends to take will be made clear to the pupil and, if appropriate, the pupil's parents

This school believes that pupils who are suspected of bullying another pupil are entitled to expect:

- To be listened to in an appropriate setting and that every effort will be made to establish the facts
- To know what action the school will take
- To be supported in dealing with any difficulty which has led to their behaviour

The school believes that parents are entitled to expect that:

- Their child will be educated in an atmosphere which is safe and caring and is not characterised by violence and intimidation
- The school will take all reasonable steps to prevent bullying occurring
- Any bullying incident that is reported will be investigated
- Any bullying incident that is found to have taken place will be dealt with

Prevention

- All new pupils, boarders and day students, are briefed thoroughly on the behaviour expected at Myddelton College
- The PSHE programme covers the topic of bullying
- Appropriate opportunities are taken within the curriculum to consider issues relating to bullying

- All pupils are made aware that they can talk to any member of staff, prefects, tutors about any worries or confide in a friend so the situation can be resolved
- Incidents of bullying are reflected upon and discussed when they occur so that lessons can be learned
- Through appropriate training and induction, all staff are made aware of the School's anti-bullying policy, including new staff and support staff
- Teaching staff, ancillary staff, and prefects contribute to a suitably deployed supervisory presence around the school
- All staff are asked to be vigilant and to be willing to take appropriate action if they suspect that a pupil is being bullied

Cyberbullying Prevention

In addition to the above prevention measures:

- All students must adhere to the safe usage of internet policy – certain sites are blocked by our filtering system and we monitor pupils use.
- The College will impose sanctions due to the misuse of student devices or the internet – see the Behaviour Policy
- Guidance of safe use of social networks in PSHE lessons
- Students should be encouraged to report examples of abusive messages or images

Homophobic Bullying Prevention

Myddelton College will take an active approach to tackle all kinds of bullying, including homophobic bullying, and will follow the guidance in the publication 'Safe to Learn: Embedding anti bullying Work in Schools Preventing and Responding to Homophobic bullying in schools'.

Homophobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual (LGBT) people and can be experienced by any one of the following

- Young people who are, or who are thought to be, LGBT
- Young people who are different in some way and who may not act like others
- Young people who have gay friends or family, or their parents or carers are LGBT
- Teachers who may or may not be LGBT

Myddelton College recognises that homophobic bullying looks like other bullying, but may include the following

- Verbal abuse – including spreading rumours that someone is LGBT
- Physical abuse – including hitting, punching, kicking, sexual assault and threatening behaviour
- Cyber bullying – using online spaces to spread rumours about someone or exclude them (this can include text messaging, including picture and video messaging)

Staff will also challenge casual homophobic language and will ensure anyone who makes persistent remarks is removed from the classroom and made to understand the consequences of their behaviour in terms of sanctions.

Myddelton College will ensure staff and students can openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability,

gender or sexuality. We will also make it clear to students that using any prejudice based language is unacceptable.

Whenever necessary, Myddelton College will invest in specialised skills to help staff to understand the needs of their pupils, including those with special educational needs and/or disability (SEND) and lesbian, gay, bisexual and transgender (LGBT) pupils. We will also work with the wider community, such as the police and children's services, where bullying is particularly serious or persistent and where a criminal offence may have been committed. We will work with other agencies and the wider community to tackle bullying that is happening outside of school.

Bullying by text message and mobile phones and devices

- Students will be warned about the need for care when giving out their mobile phone number
- A record will be kept of the date and time of any offensive messages
- Students will be encouraged to show the messages to a member of College staff
- Students who report bullying by text message will be taken seriously
- The student's family may need to contact the police if the cyber bullying is serious and if a potential criminal offence has been committed
- If such bullying is carried out on a persistent basis or if there is a threat of violence, it will be treated as any other serious bullying incident
- Malicious emails will be dealt with in the same manner
- Students who take photographs or videos on their phones or tablet devices with malicious intent will be dealt with in the same manner

Procedures for dealing with reported bullying

- A written report of the bullying incident must be written by the staff member who witnessed the event or who received the allegation
- The incident must be reported to appropriate member of pastoral team/ senior staff
- The victim and the bully will be interviewed individually and asked to write a short version of their events
- The victim will be interviewed by a member of the pastoral team and given support and guidance; the parents will be called to inform them; Staff to counsel victim individually and set up a support network
- The person causing distress will be dealt with in a variety of ways which will include contact with parents, removing them from the victim as much as possible and where necessary counselling from a variety of sources. The ultimate sanctions would include suspension from school and possible exclusion
- Staff will put a monitoring and review strategy in place to resolve the issue; both parties will be encouraged to meet to put a close to the episode

Looking to the future

To ensure that Myddelton becomes a bullying-free environment we will:

- Monitor and update the policy document on a regular basis to be readily available for all staff, parents and pupils.
- Take part in anti-bullying week to raise awareness.

- Ask our parents to look out for any signs of bullying and to inform a member of staff of their suspicions.
- Record all incidents of bullying and place a copy on the pupils' files and keep parents of both parties informed
- Be consistently on guard to ensure that the school does not condone or accept any bullying through its general attitude

Complaints Procedure

Parents and pupils are encouraged to use our complaint procedures (found on the website) if they feel that their concerns about bullying are not being addressed properly.

January 2020

Review date September 2020

Version History: 5

Version	Status	Author	Date	Comments
1	Initial Draft	Jemima	July/2015	Initial draft for discussion
2	First review	AJH	Sept/2015	To bring in line with College Handbook
3	Second review	MWR	Dec 2016	Minor adjustments to reflect the procedures now being followed at the College
4	Third Review	SA	Feb 2018	Updates for mobile phones and devices
5	Fourth Review	SA	Feb 2019	Update Cyberbullying Prevention section in line with Behaviour Policy updates
6	Fifth Review	SA	Feb 2019	Updated with reference to Welsh Government's guidance: 'Respecting Others: Anti Bullying Guidance 2003 circular 23/03'
7	Sixth Review	AJA	Jan 2020	