



# Myddelton College

## Anti-Bullying Policy

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# CONTENTS

Page

|         |  |   |
|---------|--|---|
| Sources | - KCSIE 2022 Part One  | 3 |
|         | - NMS 16 and 17 Sept 2023  | 3 |
|         | - Department of Education – Preventing and tackling bullying – July 2017                             | 4 |
| 1.      | The Schools' Perspective   | 4 |
| 2.      | Aims of this Whole-school Policy   | 4 |
| 3.      | Objective of this Policy   | 4 |
| 4.      | Forms of bullying  | 4 |
| 5.      | Social Media used to bully   | 5 |
| 6.      | The consequences of bullying will include  | 5 |
| 7.      | If a pupil claims to have been bullied or is suspected of being bullied, they are entitled to expect | 5 |
| 8.      | Those suspected of bullying another pupil are entitled to expect                                     | 5 |
| 9.      | The School believes that parents are entitled to expect that   | 5 |
| 10.     | Prevention   | 5 |
| 11.     | Cyberbullying Prevention   | 6 |
| 12.     | Homophobic Bullying Prevention   | 6 |
| 13.     | Homophobic bullying looks like any other bullying, but may include                                   | 6 |
| 14.     | Bullying by text message and mobile phone and devices  | 7 |
| 15.     | Procedures for dealing with reported bullying  | 7 |
| 16.     | Looking to the future  | 7 |
| 17.     | Complaints' Policy and Procedure   | 7 |
| 18.     | See:   | 7 |

Taken from: **KCSIE 2022**

**Part one: Safeguarding information for all staff**

**What school and college staff should know and do:**

A child centred and coordinated approach to safeguarding:

1. Schools and colleges and their staff are an important part of the wider safeguarding system for children. This system is described in the statutory guidance Working Together to Safeguard Children.
2. Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all practitioners should make sure their approach is child centred. This means that they should consider, at all times, what is in the best interests of the child.
3. No single practitioner can have a full picture of a child's needs and circumstances. If children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action.
4. Safeguarding and promoting the welfare of children is defined for the purposes of this guidance as:
  - protecting children from maltreatment
  - preventing the impairment of children's mental and physical health or development
  - ensuring that children grow up in circumstances consistent with the provision of safe and effective care, and
  - taking action to enable all children to have the best outcomes.

Taken from: **National Minimum Standards for Boarding – Sept 2023**

**Standard 16 - Preventing bullying**

16.1 The school ensures that all forms of bullying (including cyberbullying, prejudice based and discriminatory),

at the school, are prevented in so far as reasonably practicable, by the drawing up and implementation of a proactive and effective anti-bullying strategy. The strategy should include accessible and effective systems for children to report bullying.

16.2 Any instances of bullying are dealt with effectively. Staff take steps to help pupils to overcome the impact of bullying. All school staff are trained to recognise bullying and know who to go to, if required, in order to ensure bullying is dealt with.

16.3 The school's anti-bullying strategy should reflect that unlike at day schools, boarders who are being bullied (off line) cannot escape their bullies for long periods of time as they are not going home as often.

**Standard 17 – Promoting good relationships**

17.1 Boarders are supported to develop good relationships with fellow pupils and staff which are based on mutual trust and respect. Through regulations made under section 34 of the Children and Social Work Act 2017, boarding schools are required to teach relationships education to primary school pupils and relationships and sex education to secondary school pupils.

17.2 In schools with both day pupils and boarders, boarders are encouraged and enabled to make and sustain respectful friendships within and outside the boarding community.

17.3 Staff understand and help boarders to understand what makes a healthy, nurturing relationship. Staff are trained to think curiously about and recognise the signs of children at risk of or involved in damaging relationships with others, including teenage relationship abuse, criminal exploitation, sexual exploitation and child-on-child abuse, and take appropriate action when they have a concern.

Taken from:

**Department for Education: Preventing and tackling bullying July 2017**

What does the law say and what do I have to do?

Every school must have measures in place to prevent all forms of bullying.

\* The Education and Inspections Act 2006

- encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

\* The Education (Independent School Standards) Regulations 2014

- ensure that bullying at the school is prevented in so far as reasonably practicable, by the drawing up and implementation of an effective anti-bullying strategy

\* The Equality Act 2010

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

**Safeguarding children and young people:**

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989. Where this is the case, the school staff should discuss with the school's designated safeguarding lead and report their concerns to their local authority children's social care and work with them to take appropriate action.

**1. The School's perspective:**

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.

**2. Aims of this Whole-School Policy:**

- **to ensure all members of Myddelton College and their families identify bullying, in all its guises, as an unacceptable form of behaviour, contrary to the School's Safeguarding commitment,**
- **to safeguard pupils and staff,**
- **to ensure Myddelton College is a happy school,**
- **to educate all members of the School that bullying is wrong,**
- **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. Pupils can speak to staff, senior pupils, the Independent Person, external organisations, and parents/family members to disclose or seek help.

**3. Objective of this Policy:**

The objective of this policy document is to ensure, by promoting a clearer understanding of bullying, to include the consequences of bullying by the perpetrators, that we ensure bullying never occurs in our school.

This policy is available to parents, staff and pupils on our website and on request.

#### **4. Forms of bullying:**

**Pupils and staff need to be aware that bullying take 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.

#### **5. Social Media used to bully:**

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.

#### **6. The consequences of bullying will include:**

- becoming withdrawn, moody, aggressive, appear stressed, uncooperative or non-communicative,
- experiencing disturbed eating or sleeping patterns and have a change in habits,
- attempts to avoid school, finding it hard to concentrate on the curriculum and consequently finding educational performance starts to deteriorate,
- imitating bullying behaviour or joining in to avoid being bullied themselves,
- finding books, bags, and belongings go missing or appear damaged,
- visiting the medical centre with symptoms such as stomach pains, headaches etc. or with unexplained cuts and bruises.

#### **7. If a pupil claims to have been bullied or is suspected of being bullied, they are entitled to expect:**

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

#### **8. Those 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.

#### **9. 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.

#### **10. 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, the Independent Person, 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.

#### **11. 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 on safe use of social networks in PSHE lessons,
- students should be encouraged to report examples of abusive messages or images.

#### **12. 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, bisexual or queer (LGBTQ) people and can be experienced by any one of the following:

- young people who are, or who are thought to be, LGBTQ,
- 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 LGBTQ,
- teachers who may or may not be LGBTQ.

#### **13. Homophobic bullying looks like any other bullying, but may include:**

- Verbal abuse – including spreading rumours that someone is LGBTQ
- 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 which 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 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 our School.

#### **14. 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 Myddelton 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 tablets with malicious intent will be dealt with in the same manner.

#### **15. 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 the pastoral team and 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; House staff will be asked to counsel the 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.

#### **16. 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 School and individual awareness.
- Ask pupils and their parents to look out for any signs of bullying and to inform a member of staff of their suspicions, at the earliest opportunity.

- Record all incidents of bullying, placing a copy on pupils' files, and keeping parents of both parties informed.
- Be consistently on guard to ensure that the school or individuals do not condone or accept bullying through either/both generic or individual behaviour, manner or attitude. Every individual and group (to include Staff, Prefects, School Council members, captains of teams, for example) share a corporate and individual responsibility to reflect on their own behaviour and responses and ask the challenging question, 'What more can I/we do to support the School's ambition of stopping bullying?'

**17. Complaints' Policy and Procedure:**

Parents and pupils are encouraged to use our Complaints and Appeals Policy and Procedures (found on the website) if they feel that their concerns about bullying are not being addressed properly or promptly.

**18. See:**

**Safeguarding and Child Protection Policy**

Behaviour Policy

Complaints and Appeals Policy and Procedures

Child on Child Abuse Policy

Independent Person Policy