

## **MEADOWBROOK COLLEGE ANTI – BULLYING POLICY, 2014**

### **Aim**

The aim of this policy is to ensure that students learn and staff can work, in a supportive, caring, and safe environment without fear of being bullied. Bullying is anti social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at Meadowbrook College.

### **Definition**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist, sexist, homophobic remarks, text messages)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyberbullying, involving mobile phones, MP3 players, social network messaging, emails or other electronic means.

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from Meadowbrook College. Students must be encouraged to report bullying in schools.

### **Statutory duty of schools**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parent/carers and students.

### **Implementation**

#### *Meadowbrook College staff*

The following steps should be taken when dealing with alleged incidences of bullying:

- If bullying is suspected or reported, the member of staff who has been approached, in the first instance will deal with the incident.

- A clear account of the incident will be recorded, on the Meadowbrook College incident form, and given to the Assistant head and Assistant Programme managers.
- The AH/APM will investigate the situation further and record any interviews.
- The student's keyworker will be informed.
- Punitive measures will be used as appropriate and according to Meadowbrook College behaviour policy, and in consultation with all parties concerned.
- Parents/carers will be kept informed

### **Students**

*Students who have been bullied will be supported by:*

- Offering an immediate opportunity to discuss the experience with their keyworker or a member of staff of their choice
- Reassurance, confidence and self esteem restoration through tutorials
- Restorative Justice or mediation session
- Offer further support if necessary through connexions, PSHE sessions

*Students who have bullied will be helped by:*

- Discussion what happened
- Discovering why the student became involved
- Establishing the wrong doing and need to change
- Offering restorative Justice/mediation to help the student resolve the dispute
- Police/YOT support if appropriate
- Informing/meeting parents/carers to help change the attitude of the student

The following sanctions (in accordance with the behaviour policy) can be taken:

- Official warnings to cease bullying
- Exclusion from certain areas/provision
- Restorative enquires on or offsite i with Restorative conference for R3 incidents ( see Progressive intervention Strategy)
- Off site educational package, short or long term

### **Curriculum**

Within the curriculum Meadowbrook College will raise awareness of the nature of bullying through inclusion in PSHE, Foundation sessions (KS 4), tutorials, drama and other subject areas as appropriate, in an attempt to eradicate such behaviour. Part of the Student council's agenda will be to focus on bullying within Meadowbrook College and interventions to promote positive social behaviour.

### **Monitoring, Evaluation and Review**

Meadowbrook College will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout Meadowbrook College.

**Review May 2016**