

## Anti Bullying Policy

### Rationale

At Marlborough Road Academy, we recognise that bullying can occur and that if it does, it can be physically and emotionally harmful for the victim. The purpose of this policy is to enable all members of our school family to recognise bullying and to deal with it effectively.

### What is bullying?

Bullying is deliberately hurtful behaviour which is repeated, often over a period of time. There are a number of different kinds of bullying:

**Emotional:** leaving someone out, tormenting, humiliating, ridiculing,

**Physical:** hitting, punching, kicking, taking and damaging belongings

**Verbal:** name-calling, threats, spreading rumours, making fun of someone

**Racist:** Making fun of or dismissing someone's culture or religion, racial taunts and gestures

**Homophobic:** Homophobic language and gestures, making fun of someone because of their perceived or actual sexuality

**Sexist:** making fun of someone because of their sex, sex-based taunts and gestures

**Sexual:** unwanted physical contact

**Cyber:** all of the above via technology

Bullying is not an occasional fall out with friends, a one-off occurrence of name calling or a joke at someone's expense. These situations can be distressing, but it is important that we equip our children to deal with them and to develop the skills to repair relationships.

We seek to educate children to learn these skills. AT Marlborough Road we are committed to providing a safe, caring and open environment in which children feel happy and secure.

### **Role of parents**

Parents have an important role to play within our anti-bullying strategy. We ask parents to:

- Take an active role in their child's education. Talk to them about their day, friendships etc
- Look out for changes in behaviour eg. disturbed sleep, low mood, reluctance to come to school, feigning illness etc
- Let school know as soon as possible if you have any concerns

We will always take any concerns very seriously and will take action to stop the bullying. It is important that parents do not approach alleged perpetrators themselves.

It may be tempting to advise your child to fight back or to retaliate. In our experience, this rarely works. Reassure your child that they are not to blame and contact us as soon as possible.

### **Procedures for reporting and responding to bullying allegations**

Allegations of bullying will be dealt with impartially and promptly. Everyone involved will be heard and staff will support all children whilst allegations are investigated and resolved.

- Incidents of bullying should be reported directly to the child's teacher or team leader.
- The allegations will be investigated fully by an appropriate person.
- Once the facts have been established, action will be taken to end the bullying.
- Support will be given to the bully to help them understand the consequences of their behaviour and to avoid a repeat.
- Parents of all children involved will be kept involved.
- All incidents of bullying will be recorded on the school's CPOMs system.

- In repeated or serious cases, the school may impose sanctions such as lunchtime exclusion, fixed term exclusion or permanent exclusion

### **Strategies for the prevention of bullying**

Whole school initiatives and proactive teaching strategies are used throughout the school to develop a positive learning environment, with the aim of raising awareness, encouraging children to report concerns and reducing the opportunities for bullying to occur. Our strong school family contributes to this, as do our PHSE lessons, participation in anti-bullying events, assemblies and morning meetings.