



1 Aims and objectives

At MPW, all members of the school community should be free from all forms of bullying, harassment and discrimination. To achieve this, we aim to:

- ensure that staff and students are aware of what constitutes bullying and the consequences for those involved;
- use opportunities in lessons, particularly those for PSHE, to explore bullying-related issues;
- create an atmosphere in which staff, students and parents (including guardians and carers) are encouraged to report any incident of bullying, knowing that measures to deal with it will be employed in a supportive and sensitive way;
- ensure it is widely known that any kind of harassment will not be tolerated by the college and that all cases of alleged bullying will be fully investigated;
- create a culture where the reporting of, and procedures for dealing with, bullying behaviour are as effective as possible in establishing what has actually taken place whilst at the same time protecting the victim / witnesses from reprisals;
- set out clearly the disciplinary sanctions likely to be employed to punish the perpetrator(s), to deter such incidents in the future; and
- comply with the college's duties under the Equality Act 2010.

This policy is informed by the DfE's non-statutory guidance *Preventing and Tackling Bullying (July 2017)* and has been approved by the Board of MPW. It is available to parents on request from Graham Almond, Interim Principal (graham.almond@mpw.ac.uk) and can be made available in large print or another more accessible format, if required. If assistance is needed with making a complaint, for example because of a disability, a parent should contact the Principal, who will be happy to make appropriate arrangements.

2 Definition of bullying

Bullying is behaviour by an individual or group, often (though not always) repeated over a period of time, which is intended to harm or intimidate someone.

- using a position of authority to obtain something. This could involve ex

- a student displays unusual patterns of non-attendance
- a reluctance to remain in college outside lesson times
- a student bears cuts, bruises and torn or dishevelled clothing at the beginning or in the middle of the day
- noticeable damage to books or other property
- an unaccountable and possibly repeated loss of bags, books, equipment or money
- a deterioration in academic performance
- disruptive or aggressive behaviour
- acts of theft (to pay the bully)
- self-harm or suicide attempts
- Disengaging from their preferred activities inside or outside of school.

These signs and behaviours could indicate problems other than bullying but, where they are observed, bullying should be considered as a possible cause.

6 What MPW does to prevent bullying

We will do all we can to create a climate in which bullying is not tolerated and in which students can easily report bullying incidents without feeling that they are telling tales. Staff, students and parents (including when they find themselves as bystanders to a bullying incident) will all be involved in this process.

To promote a culture which rejects bullying, we take the following steps:

- The college rules and behaviour policy are designed to create an environment of good behaviour and respect. Specifically, students are encouraged to always show respect to peers and staff and to always treat others as they themselves would wish to be treated. These documents are also very explicit that bullying is a serious offence and that those involved in bullying behaviour can expect to face severe sanctions including permanent exclusion.
- It is made very clear to students during induction at the beginning of each academic year that they have a responsibility to ensure bullying does not occur and to talk to a member of staff if they witness or suspect bullying.
- We monitor and filter any device connected to the college network or to the wireless network. We cannot monitor personal devices connected to other networks or using 4G/5G, but through the Student Acceptable Use Policy, students are expected to use their devices responsibly. For more information, please contact the IT Department on 01753 70235 or email it@mpw.ac.uk.

- Students are taught that being a bystander who does not act is to be complicit in the act of bullying, and all students are made aware of a range of ways in which they can act if they witness bullying behaviour.
- We have in place arrangements for the supervision of students as far as it is possible within the confines of the daily timetable. The common room areas are regularly checked throughout the school day by members of staff

9 Procedures to be followed if bullying occurs

Firstly, the matter and all the circumstances must be brought to the attention of a member of staff. This may be done by the victim or by another student or a parent.

The next stage is that alleged incidents are communicated to the student's Personal Tutor and the (D)DSL, so that a proper investigation can be carried out. This notification may be done by the victim, the person the victim has told or by a witness to the alleged incident. The (D)DSL will then take overall responsibility for the investigation and the required record keeping.

All the individuals involved in the alleged bullying and any potential witnesses will be interviewed individually and a written record made of what was done, seen or heard. In some cases, though certainly not all, the victim and the alleged perpetrator(s)

The motivation behind the bullying will be considered, together with whether internal or external services should be used to tackle any underlying factors in the background(s) of the perpetrator(s) that contributed to that behaviour. If this leads to concerns that the bully may be at risk of harm, the college's safeguarding procedures will be followed.

If it is considered that the perpetrator(s) should remain at MPW, the situation must then be followed up regularly. Advice and support will be given to the perpetrator(s) in trying to change their behaviour. If there is any evidence that the bullying is continuing, the perpetrator(s) will be permanently excluded.

If a parent is not satisfied that an issue of bullying has been addressed appropriately, they should speak with the college's DSL and then, if still unhappy, refer to the college's Complaints procedure.

