

**2023-2024**

---



important to recognise that bullying may be an appropriate description of actions at all levels: student/student; student/staff member; staff member/student; staff/staff.

Broadly speaking, bullying can be categorised into five types: verbal, physical, sexual, psychological and cyber-bullying. The focus of bullying can be anything that distinguishes and represents a deviation from a presumed 'norm' – for example:

- size, body shape, hair colour, skin, eye-sight, dress, language or mannerisms
- gender or gender reassignment
- physical or mental disability or special educational needs or learning difficulty
- perceived prowess, or lack of it, in learning, sport or other activity
- personal backgrounds, including parents, adoption or foster status, jobs, houses and lifestyles
- perceived sexual attractiveness, or lack of it, health or appearance
- sexuality, based on homophobia or misogyny
- race, nationality, culture or religion or a mixture of these
- pregnancy, maternity or role as a carer.

Verbal bullying may involve:

- name-calling, repeated criticism, spreading rumours, sarcasm, ridiculing, swearing at somebody
- the use of hurtful remarks, including those based on race, sexual orientation and disability
- the use of racist or sexual language or any other attempt to harass or intimidate by making unkind references to differences in personal background, culture, religion, race, nationality, physical prowess or disability
- threats of physical violence.

Physical bullying may involve:

- deliberate jostling, spitting, bumping, kicking, punching, throwing things at somebody, pushing or shoving, initiation/hazing rituals

Note: the person responsible may easily maintain it was accidental when detected for the first time theft or damage to property (accompanied by threats of violence). This constitutes bullying when the intention is to intimidate and dominate the owner.

Sexual bullying may involve:

- sexual harassment (unwanted conduct of a sexual nature) eg lewd comments or sexual remarks about a person's appearance or clothes

sexual jokes or taunts













discussion with the head of another school, if its pupils are involved in bullying MPW students

discussion with students on how to avoid or handle bullying outside the precincts of the college

## **14 Record keeping**

Records of all investigatory meetings, meetings with parents and telephone conversations must be kept and placed on the students' files and recorded on MyConcern. As stated previously, the DSL will also separately log details of all bullying incidents.

## **15 Monitoring and review**

This policy is reviewed annually by the college's DSL, Dee Robins, and other members of the safeguarding team, to assess the strategies used to foster an anti-bullying culture (including staff training), to analyse the incidence and location of suspected or confirmed bullying on or off the college premises, to identify any patterns and to evaluate how effectively we have dealt with any incidents. We include students in the review process through consultation with the Student Council and by including questions on bullying in annual student surveys. An interim review will be conducted after any confirmed incident to identify any implications for policy in the future.

## **16 Other relevant documentation**

Cyber-bullying and E-safety policies

Equal opportunities policy