



## MANOR GREEN COLLEGE

# ANTI BULLYING POLICY STATEMENT

### 1. Introduction.

- 1.1 This policy is a statement of the principles that the College will apply in tackling all forms of bullying.
- 1.2 The operational management of this policy is the responsibility of the Deputy Headteacher (DHT)

### 2. Aims and scope.

- 2.1 This policy covers all situations in which students are involved in, or subjected to, bullying behaviour. Refer to the staff handbook for the policy covering College employees.
- 2.2 The aim of this policy is to eliminate all forms of bullying and disrespectful behaviour, to ensure that all students feel safe.
- 2.3 For detailed guidance on Implementation please refer to the appendices.

### 3. Policy Statement:

- 3.1 The prevention of bullying behaviour towards both students and adults is a priority for the College.
- 3.2 The responsibility for addressing and preventing disrespectful and bullying behaviour is shared between everyone, students and adults.
- 3.3 However all College employees will take a lead role in ensuring that we model and provide a safe, caring, & fair learning environment in which everyone is treated with courtesy and respect, regardless of need, difference or diversity.
- 3.4 This policy recognizes that bullying can only be addressed by working with both victims and perpetrators.
- 3.5 The College will therefore adopt a 'no-blame' approach in which perpetrators will be taught to take responsibility for their actions and the need to change their attitude and behaviour.
- 3.6 Victims of bullying will be supported, and taught, as appropriate, to develop greater confidence and resilience
- 3.7 Where students are affected by bullying, parents will always be involved.
- 3.8 Students will be provided with a curriculum that ensures that they understand what bullying is, and recognize their responsibility to ensure that they do not cause distress to others as a result of their own behaviour.
- 3.9 College staff must take all allegations of bullying seriously, taking appropriate immediate action as required, but in addition must also follow up any incidents with suitable work on social relationships.

#### Monitoring & Review

This policy will be reviewed annually. Next Review: Autumn Term 2020

Dated: 23.1.19

Signed: *J Drury*  
Chair of Governors