



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: Spring Term 2022

Dated: 17.03.21

Signed: *J Drury*
Chair of Governors