



# MARATHON SCIENCE SCHOOL



## Anti-Bullying Policy

Reviewed on: 3<sup>rd</sup> September 2020

Next Review: 2<sup>nd</sup> September 2021

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## **Background**

This policy refers directly to the DfE guidance, 'safe to learn: embedding anti bullying work in schools – July 2017.

The Marathon Science School has a policy of equal rights for all students and staff. The Marathon Science School is committed to active opposition of all types of discrimination faced by people because of their race, colour, nationality, ethnic or national origins, gender, sexual orientation, marital status, disability or age.

## **What is bullying?**

The Government defines bullying as:

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

## **Types of Bullying**

The Marathon Science School has a policy of equal rights for all people and will not tolerate the types of behaviour as outlined below:

- Physical pushing, kicking, hitting, pinching or any use of violence
- Emotional-excluding, tormenting (e.g. hiding books or belongings including money), threatening gestures, being unfriendly,
- Discriminatory name calling; insulting remarks, jokes or threats.
- Writing such remarks on walls or other places.
- Inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet.
- Encouraging other people to harass or discriminate against another individual or group.
- Supporting behaviour such as wearing racist or fascist insignia.
- Bringing into premises materials such as leaflets and magazines which in any way support racist, sexist or other discrimination.
- Cyberbullying

The Marathon Science School will establish practices and services that will actively seek strategies against those discriminated against.

The Management Committee and staff will, where appropriate, take advantage of any equal opportunities training available.

## Signs of Bullying

A person who is being bullied may:

- become frightened of coming to school, attending specific lessons or entering specific areas of the school;
- change their usual routine;
- become more withdrawn or anxious than previously;
- threaten to run away or actually run away;
- threaten suicide;
- begin to perform poorly at school;
- frequently have missing or damaged possessions;
- repeatedly ask for extra money or never have money;
- have unexplained injuries;
- become aggressive, disruptive or unreasonable;
- begin to bully others;
- stop eating or attending meals;
- be afraid to use the internet or a mobile phone;
- become nervous when a cyber-message is received;
- choose the company of adults over fellow pupils;
- be frequently absent from school or regularly arrive late to class;
- be reluctant to discuss reasons for any of the above.

## STRATEGIES TO DEAL WITH THE VICTIMS OF BULLYING

*The Marathon Science School* operates as a close-knit community and it is important for new students and members of staff to feel part of this.

In Marathon Science School we adopt the following strategies to deal with any form of bullying indicated above:

A 'buddy' system ensures that new students do not feel isolated in the crucial first few weeks of term. The 'buddy' - a nominated senior student – will ensure that the newcomer is introduced to his peers, shown around the premises and generally made to feel welcome.

Newcomers are encouraged to use their 'buddy' as both mentor and confidante until personal alliances and friendships can be developed. The 'buddy' will refer any difficulties to a member of staff if he/she is unable to deal with the situation themselves.

## **STRATEGIES TO DEAL WITH THE BULLYING PUPILS**

*We believe that the bullying pupils require as much attention and support as the target pupils. They will be supported through our mentoring system and using our rewards systems to prevent them bullying again. We will use our referral system to follow up the incident and monitor his progress closely.*

### ***Pastoral care/role of Head of Boarding;***

- 1- Addressing relevant issues in PSHCE and assemblies as part of pupils' personal, social and health education;
- 2- There is no 'initiation ceremonies' intended to cause pain, anxiety or humiliation.
- 3- Use of opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying.
- 4- Engaging pupils in the process of developing the school anti-bullying policy and promoting open and honest reporting.
- 5- Report the incident to a member of staff.
- 6- Record incidents in "Bullying Record Form".
- 7- Submit "Bullying Record Form" to Senior Management.
- 8- If the case is not solved by the senior management, it will be sent to the Management Committee.

Building up the self-confidence and self-esteem of all pupils is an important preventative measure. The School will aim to provide prompt and appropriate action and support for both the recipient of bullying behaviour and the person/s responsible for the bullying. Anyone who continues to bully will have his membership of the School community reviewed by the School Director.

## **Role of the parents**

Parents of boys involved in bullying will be informed and may be asked to come into School to discuss the problem. Parents are encouraged to contact the House Master and/or Deputy Director (Head of Boarding) if they suspect their son of being involved with bullying in any way.

## **Cyber bullying**

Most cases of cyberbullying will be dealt with through the school's existing Anti-bullying Policy and this must remain the framework within incidents of bullying are investigated. However, some features of cyberbullying differ from other forms of bullying and may prompt a particular response.

### **The key differences are:**

- Impact: the scale and scope of cyberbullying can be greater than other forms of bullying
- Targets and perpetrators: the people involved may have a different profile to traditional bullies and their targets
- Location: the 24/7 and anywhere nature of cyberbullying
- Anonymity: the person being bullied will not always know who is bullying them
- Intent: some pupils may not be aware that what they are doing is bullying
- Evidence: unlike other forms of bullying, the target of the bullying will have evidence of its occurrence
- It is possible that a member of staff may be a victim and these responses apply to them too.

## **Definition of Sexting**

There are a number of definitions of sexting but for the purposes of this advice sexting is simply defined as: Images or videos generated

- By children under the age of 18, or
- Of children under the age of 18 that are of a sexual nature or are indecent.

These images are shared between young people and/or adults via a mobile phone, handheld device or website with people they may not even know. There are many different types of sexting and it is likely that no two cases will be the same. It is necessary to carefully consider each case on its own merit. However, it is important that all staff apply a consistent approach when dealing with an incident to help protect themselves, the school and the student. The range of contributory factors in each case also needs to be considered in order to determine an appropriate and proportionate response.

## Dealing with Cyberbullying

Here are some general points to help deal with Cyberbullying:

- If you feel you are being bullied by email, text or online, do talk to someone you trust.
- Never send any bullying or threatening messages.
- Keep and save any bullying email, text or images.
- If you can make a note of the time and date bullying messages or images were sent and note any details about the sender.
- Use blocking software; you can block instant messages from certain people, “unfriend” people on social networking sites or use mail filters to block email.
  - Do not reply to bullying or threatening messages or emails; this could make matters worse. It also lets the bullying people know that they have found a “live” number, email address or “active” social networking contact.
- Do not give out your personal details online; if you are in a chatroom, online game or IM session watch what you say about where you live, the school you go to, your email address, your friends and family. All these things can help someone build up a picture about you.
- Do not forward abusive texts, email or images to anyone. You could be breaking the law just by forwarding them. If they are about you, keep them as evidence.
- Do not ever give out passwords!
- Remember that sending abusive or threatening messages is against the law.
  - Do report instances of cyberbullying you have seen or heard about, even if not directed at you. There is no such thing as an innocent bystander, if you have seen the posts, messages or images then you could be considered as part of it if you do not report it!

### Reporting mechanism

All members of the School community are encouraged to report any case of bullying to the Head of Boarding or to an appropriate member of staff. Bullying incidents and the action taken will be recorded.

### Physical Restraint

By law all teaching staff and other staff authorised by the School Director to have control or charge of pupils may use such force or physical contact as is reasonable in the circumstances to prevent a pupil from doing or continuing to do any of the following:

- Committing a criminal offence
- Injuring themselves or others
- Causing damage to property, including their own

- Engaging in any behaviour, whether in a classroom or elsewhere, which damages good order and discipline at School, boarding house or among the pupils.

This applies on School premises, and away from the School, for example on a field trip or any other authorised School activity. It only applies when no other form of control is available and where it is necessary to intervene.

Staff will wherever practicable tell the pupils to stop, and what will happen if they do not. The member of staff will try to keep communicating throughout the incident and will make it clear that the restraint will stop as soon as it is no longer necessary. Staff will always avoid touching or holding a pupil in a way that might be considered indecent.

The member of staff must inform the Deputy Head or Head Teacher immediately following an incident where force has been used, and will be asked to provide a written report as soon as possible afterwards.

Any use of physical restraint is by reasonable and non-injurious means, only when immediately necessary and for the minimum time necessary to prevent injury to self or others or very serious damage to property, and always recorded in writing.. The anti-bullying, behaviour and discipline policies must be implemented in conjunction with the comprehensive guidance included in Section 550 of The Education Act 1996, *The Use of Force to Control or restrain pupils.*'

**APPENDIX 1  
BULLYING RECORD FORM**

Name of the Bullied:		
Date of the incident:		
Time of the incident:		
Form filled by:	Date:	Signature:
Background to the Incident:		
Form of Bullying:		
Implications:		
Actions taken by Senior Management:		
Date:	Signature:	
Actions taken by the Management Committee:		
Date:	Signature:	



## Support agencies

Bullying UK is part of Family Lives a national charity providing help and support in all aspects of family life. They offer advice to parents, young people and schools and have a range of resources available.

Telephone: 0808 800 2222 (free)

Web: [www.bullying.co.uk/](http://www.bullying.co.uk/)

Child Exploitation and Online Protection Centre (CEOP)

There is a wealth of information about keeping safe online. Web: <http://www.thinkuknow.co.uk/>

Child Line ChildLine is a private and confidential service for children and young people up to the age of nineteen.

Telephone: 0800 1111

Web: <http://www.childline.org.uk/Pages/Home.aspx>

EACH (Educational Action Challenging Homophobia) Their free phone Actionline for young people affected by homophobic bullying in England is available 9.00am to 4.30pm weekdays. It gives callers the opportunity to receive confidential help and support.

Tel: 0808 1000 143

Website: <http://eachaction.org.uk>

SARI (Support Against Racist Incidents) SARI provides casework support for pupils and parents suffering racial harassment. They undertake a one-to-one sessions with pupils.

Tel: 0117 942 0060

Website: [www.sariweb.org.uk](http://www.sariweb.org.uk)