



Malbank School & Sixth Form College

Anti-Bullying Policy 2025

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Malbank School and Sixth Form College Anti-Bullying Policy 2025

1. Introduction

At **Malbank School and Sixth Form College** we believe that everyone has a right to enjoy school life in a safe, friendly environment. We encourage pupils to be polite and always show respect and we strive to ensure that everyone is valued equally and treated with respect, regardless of age, aptitude, disability, gender, race, religion or belief, sexual orientation or socio-economic status. All students have signed up to the **Malbank School and Sixth Form College** pledge. Our pledge is to:

- **Value the opinions of others.**
- **Treat people how we want to be treated.**
- **Behave politely and respectfully.**
- **Respect the cultures of others.**
- **Celebrate people's differences.**
- **Challenge the point and not the person.**
- **Be kind.**
- **Forgive and forget.**
- **Think before we act.**
- **Take responsibility for our actions.**
- **Not turn a blind eye.**
- **Support other people who need it.**

Bullying of all kinds is unacceptable whether it is between students and students, staff and students or staff and staff.

The **Malbank School and Sixth Form College Captains Council (MCC)** from all year groups have worked with the school on our Anti-Bullying policy.



There is no legal definition of bullying.

The **Malbank School and Sixth Form College** Captains Council (MCC) who are the voice of the student body, defined bullying as:

- Repetitive actions of a person or persons intended to impact another person negatively.
- Usually, it happens over a sustained period.

It takes many forms and can include:

- Verbal bullying.
- Physical bullying.
- Cyber bullying.

At **Malbank School and Sixth Form College** we believe that bullies are people who get involved in a range of activities including:

- name calling
- physical bullying
- cyber bullying
- taking advantage of people's weaknesses
- mental / emotional abuse
- excluding people from friendship groups
- spreading nasty rumours
- taking people's belongings
- making hurtful comments about a person. Examples of this can include:
- making negative comments about a person's sexuality

- making racist comments e.g., about the colour of a person's skin or where they are from
- making fun of people with a disability of any kind
- making negative comments about a person's religion

The whole school community will not tolerate prejudice-based bullying of any kind.

- A racist incident is one that is 'perceived to be racist by the victim or any other person' - Macpherson report
- There is a named teacher (the safeguarding lead) who is responsible for how racist incidents are dealt with in school.
- Homophobic or Transphobic bullying involves using behaviour or language that makes a person feel victimised for being LGBTQIA+ – even if they are not or making comments of this type about a pupil's family member.
- Using language which implies there is something wrong or that being LGBTQIA+ is unacceptable.

2. When can it happen? (Information put forward by the MCC)

- On the corridors and stairs.
- In lessons - under the radar.
- During House activities.
- In the toilets & changing room.
- During lesson changeovers.
- Residential.
- During break and dinner.
- On the bus or on the way home.
- At home, online.

3. Who can be responsible? (Information put forward by the MCC)

- Within friendship groups.
- From people that you do not know.

4. Why don't students report it? (Information put forward by the MCC)

- Scared of the individual or outcome.
- Afraid to tell people about it.
- Feeling that it may get worse.
- Often, it is one word against another, and we understand that it is hard for us and the school to prove.

5. What is the impact of bullying? (Information put forward by the MCC)

- Impact on mood and confidence.
- Anxiety and depression.
- Mental and physical health.
- Lose concentration and work ethic affected.

- School refusal.
- You try to fit in and change your personality.
- You go home miserable.
- It impacts the rest of your family as they worry.
- Overthinking and loneliness.
- Low self-esteem.
- Stress.
- Self-doubt.

6. What should you do if you are being bullied? (Information put forward by the MCC)

- Talk to someone you trust - Family, friends, trusted adult, form tutor, key stage, another teacher.
- Do not hide it. You have nothing to be ashamed of, and it will often get worse.
- Open up to someone and express how you are feeling.
- Associate with people that make you feel good about yourself.
- Turn around and walk away.
- Do not respond on social media.
- Try to get evidence – screenshots—from other witnesses.
- Keep a log of all incidents with names, times, witnesses etc.
- Distance yourself from negative people/influences.
- Associate with people that make you feel good about yourself.
- Be persistent with your actions – working with the Key Stage Teams.

Get support – websites are outlined on page 10



7. How to report bullying in school

- Use 'I Wish My Teacher Knew' in form time
- Use the on-line 'I Wish My Teacher Knew' reporting system.
- Write down what has happened and share this with a member of staff
- Speak to a member of staff this could include:
 - Your form tutor
 - The Key Stage team
 - Your Progress Manager
 - The Well-being team
 - Staff in Connect
 - Staff in Student Services
 - Any teacher
 - Red coats

You could also ask a parent/carer or family member to get in touch with the Key Stage office.

8. Recording incidents of bullying

The Key Stage teams record any incident of bullying. This is shared with the members of Senior Leadership Team responsible for safeguarding and behaviour. The type of bullying is also recorded. This may be verbal, physical, cyber, racist, homophobic or other. This will help to inform how to continue to tackle bullying in school.

9. What can the school do to reassure you? (Information put forward by the MCC):

- Clear communication from key stages shows that it is being dealt with/has been dealt with, resulting in the closure of the situation.
- Acknowledgment that it has been dealt with appropriately.
- Sanction ladder clear and evident to all.
- If it keeps happening, then extra support and tougher sanctions.
- Help ensure confidentiality when reporting issues. Key stage offices can often be busy. IWMTK is great, but not in lessons.
- Ensure opportunities to talk to staff you trust most, such as FT/particular teachers.
- More staff presence in corridors.

What else can the school do?

- Ensure that pupils are educated about the impact of bullying on others via a variety of methods including Education for life lessons, through the curriculum, assemblies, the use of external speakers etc.
- Investigate all reported incidents of bullying thoroughly and fairly.
- Arrange to mediate between you and the bullies – this is pupil led.
- If appropriate, provide you with a temporary 'safe space' to help you cope e.g., Connect
- Contact the police, if necessary, by contacting the local station or 101 (remember 999 is only to be used in an emergency)

NO TWO CASES ARE THE SAME; WE ACT AT YOUR PACE; WE LISTEN TO WHAT YOU WANT; WE ARE DISCREET. WE WILL ALWAYS TAKE ACTION.

- The school will continue to be proactive in preventing and dealing with bullying.
- Active learning in Education for life lessons throughout all Key Stages and some subject lessons
- Curriculum initiatives
- Drama workshops
 - Pupil surveys which feedback on policy decisions
 - Consultation with the Students
 - Year assemblies
 - Anti-Bullying leaders.
 - The Inclusion Mentor
 - Connect
 - Community links e.g., with the bus companies
 - Student forums
 - Use of CCTV
 - Appropriate use of sanctions
 - Governor briefings
 - School website www.malbank.com

10. What happens to a student who is bullying others?

Every reported case of bullying is investigated thoroughly and fairly. Following an investigation, a sanction will usually be put into place for any perpetrators of bullying. As no two cases of bullying are ever the same, it would not be appropriate to identify a particular sanction. However, sanctions can be applied in line with the Behaviour for Learning Policy and these include:

- Contacting parents / Carers
- Break or lunch time detention(s)
- Referral to the school reflect room
- Seclusion in another school
- SLT shadowing
- Suspension
- Report put into place with specific targets.

11. Staff Guidelines

If a child reports an incident to you, or you witness one:

- Listen
- Record the incident
- Talk to the victim(s) and perpetrators separately
- Suggest steps to address bullying that empower the young person
- Contact the Key Stage Team to seek advice/background knowledge
- Contact the parents, if appropriate
- Set short term targets with both the victim and perpetrator
- Encourage both sides to empathise and resolve the conflict
- Follow up and ensure the victim is safe.
- Update your records and pass them on to the Key Stage Office.
- In the event of a repeat incident, refer to the Key Stage Team immediately.
- If you are on duty refer in the first instance to the Duty Team Leader.
- Pass all racist incidents to the Key Stage teams but complete witness statements first.
- Refer all concerns about safeguarding/child protection to the Designated Lead

12. What parents can do:

- Look out for signs that your child may be being bullied
- Listen to what they say
- Do not dismiss bullying as part of growing up
- Do not rush in and demand to see the Head/bully/bully's parents
- Talk to your child about what to do next e.g., keep a diary of incidents, copies of emails, text messages etc.
- Discuss possible responses and role play them with your child
- Encourage your child to tell someone at school
- Work with the school
- Have realistic expectations about what the school can/cannot accomplish within the school setting
- Monitor your child's use of his/her mobile phone and computer
- Access advice from internet sites e.g., www.parentlineplus.org.uk
- In extreme cases involving serious threats of violence, actual violence, abuse of mobile phones and internet sites, racial abuse, it may be necessary to inform the police.

13. Useful contacts

- www.beatbullying.org
- www.thinkuknow.co.uk
- www.kooth.com
- CHILDLINE - A confidential and free telephone line, open 24 hours a day, 7 days a week 080011 11
- www.kidscape.org.uk
- www.eachaction.org.uk
- www.antibullyingpro.com
- www.youngminds.org.uk
- www.bullying.co.uk

14. Cyberbullying

What is Cyberbullying?

It is the use of ICT, especially phones & internet to deliberately upset someone.

Different forms of cyberbullying are types of criminal offences e.g.

Communications Act 2003, s.127:

'a person is guilty of an offence if they send by means of a public electronic communication network a message or other matter that is grossly offensive or of an indecent, obscene or menacing character; or causes any such message to be sent.'

Other legal acts include – Malicious communications act 1988, Protection from Harassment Act 1997 and Obscene Publications Act 1959.

Remember that a digital footprint will always be left and can be tracked down by the police, even if a message has been deleted from the device from which a message was sent. Everything that you post online leaves a trace.

What can you do to avoid cyberbullying and stay safe online?

- Set up a safe profile, put your settings on private
- Protect your online account and your mobile phone with a password
- Change your online username. Avoid usernames that include any personal details e.g., name, where you live, date of birth etc.
- Be careful what you say and what you send
- Do not accept any unknown links or images – Do not accept friend requests from people that you don't know.
- Check your location settings – some social media platforms allow followers to access your location.
- Do not give out any personal details online
- Do not answer calls from unknown numbers
- Show any abusive/inappropriate messages to parents/carers or a member of staff in school.

What can you do if you are experiencing cyberbullying?

- Tell someone that you trust, do not suffer in silence
- Do not reply to the abusive message/messages
- Keep the messages that you have been sent so you can show someone
- You could change your number or your social media account
- Block the number or person
- Report to the social media platform provider
- Report to the safer internet centre

- If you change your number or account, only give out your new information to close friends
- Delete or unfriend the bully
- Turn off the device and plan next steps.
- Press the red CEOP button
- Make a CEOP report - www.ceop.police.uk

Bullying of any kind, including cyberbullying, will not be tolerated at **Malbank School and Sixth Form College**. Any reports of bullying will be dealt with in-line with the school's anti-bullying policy, this will include supporting the young person experiencing cyberbullying, carrying out a thorough investigation, liaising with parents, outside agencies and applying sanctions as appropriate.

11. Useful resources

- www.ceop.police.uk
- www.antibullyingalliance.org.uk
- www.kidscape.org.uk
- Child line – 0800 1111

12. Links to other Policies

- Child Protection and Safeguarding
- Behaviour for Learning Policy
- Equality Objectives Policy



Signed by:

Headteacher:

Governors:

June 2025