



**Mayflower**  
**High School**

**Anti-Bullying Policy**  
**2023**

# DOCUMENT CONTROL SHEET

<b>Policy</b>	<b>Amendment</b>	<b>Staff Member</b>	<b>Committee/Date</b>	<b>FGB Approved:</b>	<b>Review due:</b>
Anti-Bullying	Amendments to pages 3 - 6	James Smalley, Assistant Headteacher	Curriculum 25 November 2019	9 Dec 2019	Autumn 2021
Anti-Bullying	Amendments as tracked changes	Assistant Headteacher: Student Standards	Curriculum 22 November 2021	6 Dec 2021	Autumn 2023
Anti-Bullying	Amendments throughout	Assistant Headteacher: Student Standards	CRSM 8 January 2024	8 January 2024	September 2025

# ANTI-BULLYING POLICY

## Statement of Intent

At Mayflower High School we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere free from harassment and discrimination. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. This policy is implemented alongside the DfE document "[Preventing and Tackling Bullying – Advice for Headteachers, Staff and Governing Bodies](#)" (July 2017)

## What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional      being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical      pushing, kicking, hitting, punching or any use of violence,
- Racist      racial taunts, graffiti, gestures
- Sexual      unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Transphobic because of, or focusing on the issue of sexuality
- Verbal      name-calling, sarcasm, spreading rumours, teasing, use of aggressive language
- Exclusion      excluded from discussion, activities, group work, being ignored
- Cyber      All areas of internet, such as email & internet chat room misuse  
Mobile threats by text messaging & calls  
Misuse of associated technology, i.e. camera & video facilities  
With the advance in new technologies, school is aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately. Therefore, our school has an ICT acceptable use policy, along with a separate eSafety policy.
- Biphobic      having or showing a dislike of or prejudice against bisexual people
- Disablist      occurs when bullying is motivated by a prejudice against people with any form of disability

If there is an incident regarding a protected characteristic as defined by the [Equality Act 2010](#) then it should be recorded as such.

Some warning signs that a student is being bullied:

- Changes in academic performance
- Appears anxious
- Regularly feeling sick or unwell. Wanting to visit the medical room regularly
- Reluctance to come to school
- Clothes/bags torn or damaged
- Money/possessions going missing
- Unexplained cuts and bruises
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful, unhappiness
- Loss of appetite. Not sleeping. Loss of weight
- Seen alone a lot
- Not very talkative

### **Objectives of this Policy**

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Preventative Measures**

Mayflower High School attempts to prevent bullying in the following ways:

- Through the curriculum; overtly in Lifeskills lessons, assemblies and tutor programme
- Through staff setting a good example
- Encouraging students and parents to inform and expecting staff to listen
- Ensuring action is taken when bullying is reported
- Inform parents of the school's attitude to bullying via the Year 6 Induction Evenings
- Ensure all students are aware of the nature of bullying and the measures that will be taken against bullying
- Peer led reporting of incidents.
- Information, Advice & Guidance on Preventing & Tackling Bullying is available on request

### **Procedures**

#### **As a Student**

As a student if you suspect someone is being bullied (or another student informs you that they are being bullied):

- Take action. Watching and doing nothing is tantamount to participation
- Tell an adult or someone more senior than yourself immediately
- Do not support the bully.

If you are being bullied:

- Tell an adult, a peer supporter or prefect
- Be proud of who you are; remember that you are unique and special
- Try not to show the bully that you are upset; it is hard but a bully thrives on someone else's fear
- Stay with a group, if possible in view of others; there is safety in numbers
- Do not get involved in a fight.
- Remember that telling someone who can help is a form of standing up for yourself

As a parent:

- Be observant of unusual behaviour, for example, if your child shows a sudden reluctance to attend school, feels ill regularly, fails to complete work to the usual standard or keeps asking for extra money
- Inform the school immediately that you suspect bullying via your child's tutor, Year Manager or Head of Year.
- Advise your child not to fight back
- Support your child. Reassure them action will be taken to make the bullying stop but also to develop a resilience to both minimise the impact upon them and to report the perpetrators immediately.
- Reassure your child that there is nothing wrong with them
- Work with the school with the implementation of strategies for both the victim and the bully.

As a school:

- Ensure that all staff, teaching and associate, are given appropriate information and training where necessary, in respect of the school's anti-bullying policy and that the school remains abreast of new developments, research and initiatives
- Ensure that the school uses any opportunity to discuss aspects of bullying and the appropriate way to behave towards one another e.g. through the curriculum and assemblies
- Ensure that the school strives to raise the self-esteem, confidence and assertiveness of all students through the celebration of success, provision of a wide range of extra-curricular opportunities and through the development of interpersonal skills

## Outcomes

### Action to be taken by a member of staff if bullying is suspected:

Help support and counselling will be given as appropriate, to both victims and the bullies. At Mayflower High School we talk to the suspected victim, the suspected bully and any witnesses. We will make a distinction between bullying and other

forms of poor, unpleasant or inappropriate behaviour. If any degree of bullying is identified, the following actions will be taken.

The victims will be supported in the following ways:

- By being offered the immediate opportunity to talk about the experience
- By the school informing the victim's parents/guardians
- By the Form Tutor / Year Manager / Head of Year / Safeguarding Officer / KS3/4 Associate, Assistant Headteacher or Assistant Headteacher Student Standards taking one or more disciplinary steps as described below to prevent further bullying
- Ensure the victims are given help, advice and support. Mayflower High School will offer continuing support when the victim feels the need

The bullies will receive consequences and are helped in the following ways:

- By the Form Tutor / Year Manager / HoY talking about what happened, to discover the reasons they became involved;
- By the Year Manager informing the bullies' parents/guardians;
- By the Form Tutor / Year Manager / Head of Year / KS3/4 Associate / Assistant Headteacher: Student Standards taking one or more disciplinary steps as described below to prevent further bullying.
- Ensuring the bullies are counselled and/or sanctioned fairly. Bullies often lack self-esteem and/or are repeating negative behaviour they have experienced.

### **Consequences Steps**

- An official warning to stop offending
- Inform bullies' parents/guardians
- Placed on a bullying contract
- Give detentions at break, lunch or after school
- Internal exclusion either in ISR or with YM/HOY
- Removal from social times during break and/or at lunchtimes
- Suspensions
- Permanent Exclusion

### **Anti-Bullying Strategies**

- Regular promotion of anti-bullying in assemblies
- Use of CCTV within the school grounds to help with the prevention of bullying
- A duty rota for staff so they patrol key areas
- Self-esteem, social and emotional skill development
- Anti-bullying training for the Pastoral Leaders
- Lifeskills lessons
- One to one support from a trained sixth form team
- Strong teacher-student relationships so students feel comfortable in reporting any issues
- CEOP training for staff (Child exploitation online protection)
- Information for students and parents about E-Safety