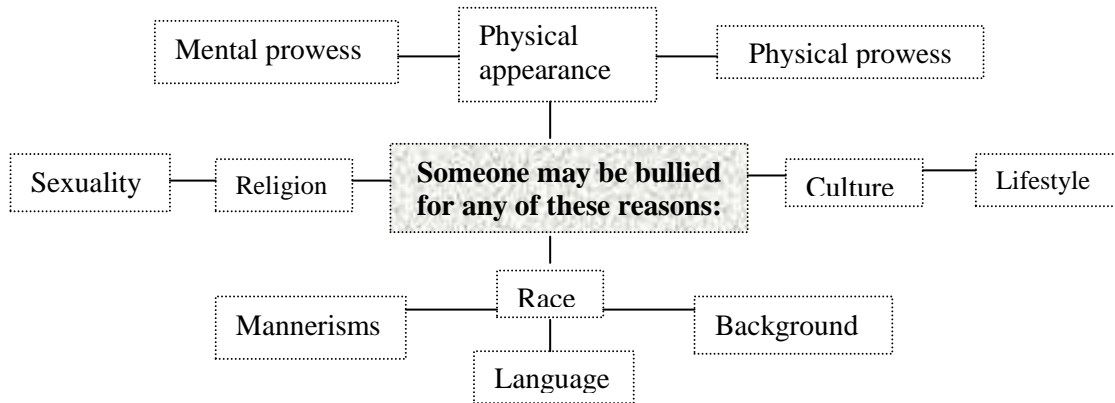


MPW Cambridge Anti-Bullying Policy

Introduction

Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time, which intentionally hurts or harms.



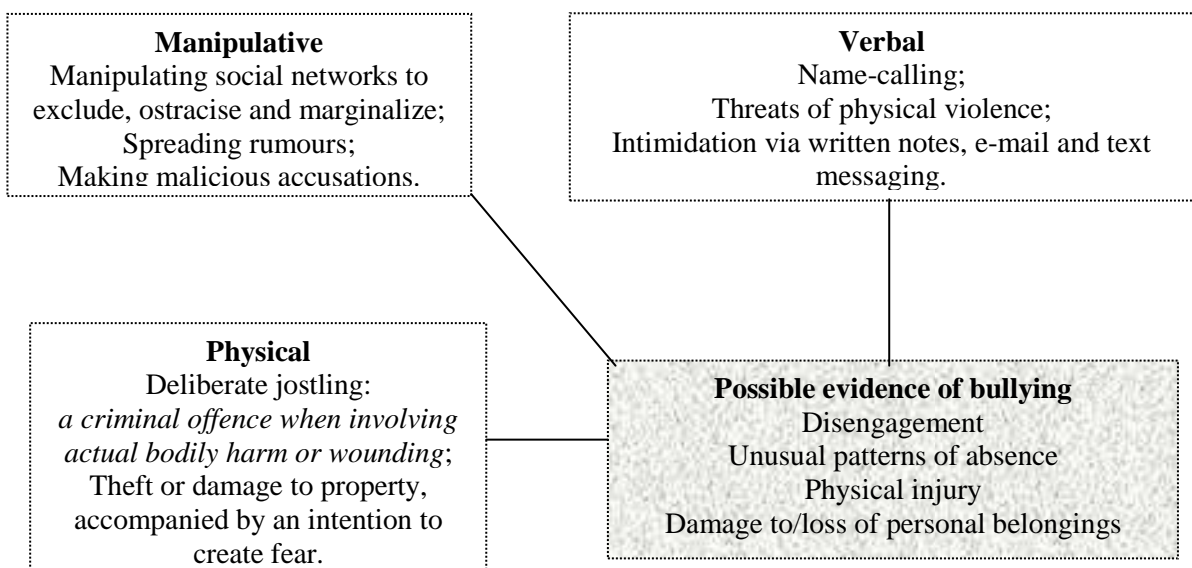
Rationale

At MPW Cambridge all students are regarded as equal and will receive equality of treatment and equality of opportunity, regardless of their gender, origins, intellectual abilities, social backgrounds or personalities. We are resolutely opposed to all forms of bullying, racism and sexism.

Aims of policy

- To provide clear procedures to ensure that any form of bullying is easily identified and dealt with;
- To ensure that every member of the college community recognises their responsibility to help prevent bullying;
- To create an environment in which all students know that bullying is unacceptable and will not be tolerated;
- To create an environment in which students can talk freely of any issues connected with bullying.

Forms of bullying



MPW Cambridge Anti-Bullying Policy

Promoting the policy

- Awareness of bullying is raised through the curriculum, especially through open debate in Life Skills (PSHE and Citizenship) classes. Life Skills is compulsory for all GCSE students following a Core Curriculum programme.
- All tutors are made aware of the potentially fearful effects of unchecked bullying and are ready to talk to students or refer concerns to Personal Tutors.
- Personal Tutors play an active role in ensuring that students are aware of the varied nature of bullying. They also ensure that students know what to do if they feel that they or someone else is being bullied.

Procedure for dealing with incidents of bullying

The college responds to bullying incidents according to the procedure set out below. An incident is investigated by the victim's Personal Tutor with the Principal or the Accommodation and Welfare Officer co-ordinating the procedure if necessary. Parents may be invited by any party to become involved at any stage.

- Each incident will be dealt with individually in a way that is suitable for both the victim and the bully.
- It will be made clear to the victim that he/she will be given support either by empowering him/her to stand up for himself/herself, or through the intervention of a Personal Tutor. Every attempt will be made to establish the reason for the bullying and what steps may reasonably be taken to avoid similar situations in future.
- Students are able to talk to any tutor if they feel they are being bullied. Depending on the seriousness of the matter, the tutor may either deal with it himself/herself and then inform a Personal Tutor or he/she may refer the matter immediately to a Personal Tutor. The victim will be asked to co-operate fully in identifying the bully or bullies. This is to ensure prevention of further incidents. This needs to be done sensitively, but confidentiality cannot be guaranteed.
- Where it is established that a student has caused deliberate intimidation, the college will ensure the bully understands the consequences of his/her actions and will determine the appropriate disciplinary action.
- The nature of the sanctions applied will depend on a number of factors, including the nature and seriousness of the incident and the bully or bullies previous record of behaviour. However, the college regards bullying as a very serious offence and the outcome is most likely to be temporary or permanent exclusion.
- Steps will be taken to prevent further bullying if and when the bully is allowed to return to the school. Both the victim and the bully will be monitored in order to provide support.
- A full written record will be made by the Personal Tutor investigating an incident, copies of which will be retained in the relevant students' files and in the Child Protection Log. The latter is mandatory.