



Mountlands bullying + abusive behaviour policy

Mountlands' core values are:

- Positivity
- Learning
- Caring

Students and staff are encouraged to always promote these values, along with the British values of:

- Mutual respect
- Rule of law
- Democracy
- Tolerance + equality
- Individual liberty

Mountlands are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere, free from oppression and abuse.

Bullying is an antisocial behaviour and affects everyone. All types of bullying are unacceptable at our school and **will not be tolerated**.

All parties involved with Mountlands are encouraged to **report any concerns immediately**. Concerns must be logged, handled sensitively and promptly.

What is bullying?

- Indirect = being unfriendly, spreading rumours, excluding, tormenting
- Physical = pushing, kicking, hitting, punching etc
- Verbal = name calling, threatening
- Cyber = all areas of internet misuse such as nasty emails, comments on social media, texting, abuse of cameras etc

Although this is not a complete list, common examples of bullying are:

- Racial bullying
- Homophobic bullying
- Bullying based on disabilities

Signs and symptoms

Many children and young people do not speak out when being bullied and may indicate signs and behaviour that he or she is being bullied. Adults should be aware of these possible signs and should work with the Mountlands team to investigate if a child displays unusual behaviour. As we are a short stay school, it is hard to spot the signs quickly but all **staff, leaders and homestays** should pay attention to any odd behaviour, especially signs such as:

- Is frightened of walking to or from school

- Doesn't want to go on the school/public bus
- Is unwilling to go to school
- Becomes distant, anxious or lacking in confidence
- Cries themselves to sleep at night or has nightmares
- Uses excuses to miss school
- Has possessions that have gone missing/damaged
- Is nervous or jumpy when they receive a text message
- Is scared to say what's wrong

How to make/handle a report

It is important that all homestays and staff report incidents/concerns immediately and that the team follow up on the concern promptly via the following medium:

- The **general welfare team (GWT)** are highlighted to all staff and leaders as the point of contact to submit a report
- If a student wishes to tell an activity leader/ teacher about a low level concern about themselves/ a friend, then that person must inform the reporter that this concern will be reported and then listen to the problem and inform the GWT, who will follow it up
- If a student wishes to tell an activity leader/ teacher about a serious concern about someone else/themselves then that staff member should follow the **safeguarding policy procedure** on how to deal with a disclosure
- A clear and precise account of the concern/incident will be recorded and circulated (if necessary) to the safeguarding team
- The general welfare team/safeguarding team (depending on severity of the issue) will then work with the group leaders to investigate/prevent and solve the problem
- If the bullying matter is serious, punishment may be involved and parents will be informed
- If appropriate, police may also be consulted

How we communicate this to staff and students

- Staff will need to read this policy
- Homestays will be informed via their handbook/ online forum on reporting concerns
- Leaders will be informed in their first morning meeting
- Students will be informed via **Mountlands' anti bullying posters** around the school and the **school values** will be encouraged in lessons and activities, with houses winning points for promoting such in their sessions.

What to do if abusive/inappropriate behaviour is seen at school

If a student is acting inappropriately in class/on an excursion, staff must, where possible, remove them from the group and address their behaviour. If the behaviour is low level bullying (teasing/name calling), staff must always discourage it and report the incident to the GWT. This must be logged and reported to the group leaders. If it continues, disciplinary action may be taken, following the **Junior Programme Agreement** guidelines.

If the abusive behaviour is potentially a threat to the group, staff must attempt to calm the student, evacuate the other students from the area and involve the leader/senior manager in the disciplinary process.

Please see the school's **safeguarding policy** to note what to do in regards to **extreme/radical behaviour**.

Any student identified as being a victim of bullying will receive support and care from the Mountlands team and, where necessary, homestays will be informed in order to observe and protect the student from any further distress.