

Merchant Taylors' School

ANTI-BULLYING POLICY (including Anti-Cyber bullying)

Policy Custodian: *Deputy Head (Pastoral)*
Approving Body: *MTS Senior Leadership Team*
Approved: *July 2023*

Statement of Intent

Merchant Taylors' School respects and upholds the right of every pupil to enjoy all aspects of their education free from interference by other pupils. Every pupil has a responsibility to help create a happy atmosphere and a well-ordered way of life at School for all to enjoy. All pupils are expected to base their behaviour on respect for others regardless of differences in age, status, race, religion or gender. Bullying, whether mental or physical, has no place in the School and all members of the School must do all in their power to prevent it; when bullying occurs it must be reported to a member of the teaching staff or an appropriate member of the support staff e.g. the School Nurse, Teaching Assistants (MTP) or the Second Master's Secretary (MTS). Allegations of bullying will always be investigated thoroughly. Everyone in the School is expected to work together to create an atmosphere in which bullying is seen as weak and despicable, and in which any boy who suffers from such behaviour can feel safe in reporting it, without feelings of guilt or inadequacy.

Policy aims

document "Preventing and Tackling Bullying" (July 2017) and
Safe to Learn: Embedding Anti-

To emphasise the seriousness of bullying whether physical or emotional and to recognize that bullying may result in serious psychological harm;

To maintain and drive a positive, supportive and caring culture among all pupils and staff throughout the School;

To deter bullying behaviour, to detect it when it occurs, and to deal with it by counselling and/or disciplinary sanctions. If necessary, this will mean the permanent exclusion (expulsion) of those found guilty of bullying others.

To enhance awareness of cyber-bullying and how to deal with it amongst pupils, staff and parents.
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is afraid to use the internet or mobile phone
is nervous and jumpy when a text or email message is received

These behaviours and signs might indicate other problems, but bullying should be considered a possibility and should be investigated.

records of abuse (e.g. Saving screenshots of messages or web-pages, retention of emails,

10. For future reference, the Heads of Section at MTS should enter details of all instances of bullying or of alleged or suspected bullying into CPOMS. Heads of House at MTP will enter details on to the ISAMS database and copies of notes referring to the incident should also be passed to/emailed to the Head's PA (MTP) for inclusion in the boy's file
11. The victim(s) may benefit from counselling - referral to the School Counsellor should be considered.
12. The bully needs help to change his behaviour and to understand the victim's point of view. Referral to the School Counsellor, if not already involved, should be considered.

Advice for pupils at MTS

Pupils are issued with the following advice (based on the DCSF anti-bullying pack - *Don't Suffer in Silence*)

Bullying - information for pupils

If you are being bullied

try to stay calm and look as confident as you can
get away from the situation as quickly as possible
tell your tutor or a teacher what has happened straight away

After you have been bullied

tell your tutor, a teacher or another adult in the school
tell your family
if you are scared to tell an adult by yourself, ask a friend to come with you
keep speaking up until someone listens and does something to stop the bullying
don't blame yourself for what has happened

When you are talking to an adult about bullying, be clear about

what has happened to you
how often it has happened
who was involved
who saw what was happening
where it happened
what you have done about it already

It is best if you can talk to someone at school or home but, if not, then you can ring ChildLine, Freephone 0800 1111, or go to the website www.childline.org.uk, or write, Freepost 1111, London N1 OBR. The phone call or letter is *free*. It is a *confidential* helpline.

Pupils at MTS are given age appropriate advice through forums such as PSHE Lessons, tutorial lessons, ICT Lessons and Assemblies

Prevention

Engendering a culture in which bullying is seen to be unacceptable.

Tutors and members of SLT at MTP remind boys at the start of each academic year that they all have a responsibility to create a community in which they all feel free to live happily and to express themselves, without fear of being bullied.

Tutors should remind boys that any boy who becomes aware of bullying, or suspects that it is happening, has a duty to speak to someone in authority. To withhold such information is to aid and abet bullying, and may be treated as such.

The level of bullying is monitored through the keeping of records of incidents and alleged incidents, and through confidential questionnaires to parents and pupils

Bullying is an item on the agenda of Senior Leadership Team Meetings and Pastoral Committee Meetings when issues arise. It is also discussed at School Council Meetings.

Periodically Whole School Assemblies and Year Group Assemblies focus on the problem of bullying to raise awareness of the issue.

Childline posters are on display at various points around the school (MTS).

Counselling is available through the School Counsellor.

-Bullying procedures and it is a regular item

for discussion in staff meetings and various pastoral committees.

The school recognises that LGBT+ pupils and SEN pupils may require specific and extra support. This is available through the usual pastoral channels, but also through LGBT+ House reps at MTS and the Learning Support department (MTS) and Intervention Department (MTP).

All pupils, parents, and staff sign the Acceptable Use Policy before they are allowed to use school connectivity or devices. Parents are kept up to date about the part they can play to prevent bullying, including when they find themselves as bystanders. This is through the use of resources on the School Intranet about the consequences of cyber-bullying which also includes information on how to report on-line abuse. From time to time the School holds evenings for parents on how to combat bullying and how best to act in partnership with the School.

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All MTS and MTP teachers and staff receive training appropriate to their responsibility to develop e-safety practices and identify and deal with cyber bullying. They can recognise non-verbal signs and indications of cyber bullying and receive regular Safeguarding update training.

Pupils are involved in developing our response to cyber bullying via the School Council. They receive age appropriate e-safety education through lectures and talks and through the PSHE programme (reinforced in Computing); this programme is reinforced by section assemblies, initiatives like Anti-bullying Week, E-safety days involving both pupils and parents, Safer Internet Day and through the wider curriculum. Pupils are encouraged to be ambassadors of best E-safety practice and to support each other in matters of cyber bullying, particularly those that extend outside the confines beyond the School setting. Anti-cyber bullying resources are available on the School Intranet.

In addition the School has in place specific procedures to tackle cyber bullying:

At MTS the IT department uses secure connections, Sophos UTM filtering filtering, firewall, management, anti-spyware software, Impero network monitoring software, anti-virus software, and corporate incident reporting procedures to safeguard the pupils.

At MTP the IT department uses secure connections, EXA Surf Protect Internet filtering, firewall, management, anti-spyware software, NetSupport network monitoring software, anti-virus software, and corporate incident reporting procedures to safeguard the pupils.

The school blocks/filters access to social networking sites or newsgroups unless there is a specific approved educational purpose; this extends to our obligations with regard to the Prevent Duty Guidance issued under section 29 of the Counter-Terrorism and Security Act, 2015. Following Home Office guidance about tackling radicalisation, MTS does not allow pupils independent access to Facebook, Twitter, YouTube (MTS only), Ask.FM, Tumblr, Instagram, and Private messaging services, not limited to but including Whatsapp, Kik, Sureport and Viber, all of which are considered be potential sources of terrorist and extremist material.

Staff are made aware of the risks posed by online activity of extremist and terrorist groups. All staff undertake annual training which incorporates relevant, up-to-date guidance on identifying and reporting such behaviours. This is supported by circulation of the Home Office briefing notes for schools such as *How Social Media is used to encourage travel to Syria and Iraq*.

The AUP and anti-bullying policy are reviewed annually; interim changes due to the emergence of a new technology are communicated to pupils, staff and parents via email or the weekly mailshot, *Scissorum* at MTS, and *Crescunda* at MTP.

During their period of induction all pupils (MTS), staff and parents are educated on the importance of password security, internet safety and safe working practices. MTP pupils are educated on these points in an age appropriate way.

-safety policy, pupils involved in educational activity should only be using personal Internet connective technology on the School site or beyond with the permission of supervising staff and only for a specified and purpose agreed beforehand by all participating parties. Where supervising staff take video footage of pupils engaged in relevant education activities on the School site or beyond, School owned devices must be used and the footage transferred to the School network and deleted from the device at the earliest opportunity.

Where visitors to the School require access to Internet connective technology in cases where the purpose of their visit brings them into direct contact with pupils, the School must have been notified about this requirement in advance. Where the use of Internet connective technology has the potential to be a violation of individual privacy, consent from the individual(s) or their parents if the individual is under 12 years old need to be sought prior to the activity taking place.

At MTS full records are kept of all cyber bullying incidents in CPOMS. At MTP the iSAMS bullying log is used.

All pupils, teachers, and parents are aware that they may contact the School at any time over any internet issue that concerns them.

Sanctions

Bullying is a serious offence and as such is likely to lead to either a Saturday Detention (MTS) or an Exclusion; in cases of severe and persistent bullying the Exclusion may be permanent. Incidents of bullying will be

Other useful sources of information about bullying:

anti-bullying alliance
Kidscape
Childnet International
CEOP
BullyingUK

www.anti-bullyingalliance.org.uk/
www.kidscape.org.uk/
childnet-int.org/
www.ceop.gov.uk/
www.bullying.co.uk/

Deputy Head (Pastoral)

