

Maidstone & Malling Alternative Provision

INSPIRING ACHIEVEMENT THROUGH INCLUSION AND SUPPORT

Anti-Bullying Policy

2026 - 2027

Date of review:	June 2027
Name of person reviewing:	Lee Aitken-Cooper
Date that Members ratify:	
MC Member;	David Jones
Next Review date:	June 2028

This policy will be reviewed <u>at least</u> annually, and following any concerns and/or updates to national/local guidance or procedures

MAIDSTONE AND MALLING ALTERNATIVE PROVISION

Anti-Bullying Policy

Objectives of this Policy

Maidstone and Malling Alternative Provision (MMAP) Anti-Bullying Policy outlines what MMAP will do to prevent and tackle bullying and discriminatory situations / incidents. The policy has been drawn up through the involvement of the whole school community.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that those pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Ensures that all members of the community are treated with respect.
- Ensures that staff promote positive relationships and identify and tackle bullying appropriately.
- Reports back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.
- Provide training session for pupils within PSHE lessons and for staff through annual CPD sessions.
- Ensure students understand and follow the character curriculum, British Values and PSHE (Focus on being a good citizen)

Definition of bullying

"**Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally**".

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumors. This includes the same inappropriate and harmful behavior's expressed via digital devises (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture

- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation (homophobic/biphobic bullying)
- Gender based bullying, including transphobic bullying
- Bullying against teenage parents (pregnancy and maternity under the Equality Act)

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- The Education (Independent School Standards) Regulations 2014 (if appropriate)
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Signs and Symptoms of bullying

No one should have to put up with bullying. It can make people feel unsafe at school and miserable when they get home.

Emotional and behavioural signs of bullying

- Changes in sleep patterns
- Changes in eating patterns
- Frequent tears or anger
- Mood swings
- Feels ill in the morning
- Becomes withdrawn or starts stammering
- Becomes aggressive and unreasonable
- Refuses to talk about what is wrong
- Begins to target siblings
- Continually 'loses' money or starts stealing.
- Physical signs of bullying
- Has unexplained bruises, cuts, scratches
- Comes home with missing or damaged belongings or clothes
- Comes home hungry.
- School signs of bullying
- Doesn't want to go to school
- Changes their route to school or are frightened of walking to school
- Doesn't want to go to school on the bus/tram/train
- School grades begin to fall.

Other signs of bullying. Sometimes signs bullying can be far more hidden. They can include:

- Often alone or excluded from friendship groups at school
- A frequent target for teasing, mimicking or ridicule at school
- Unable to speak up in class and appears insecure or frightened.

Preventing, identifying and responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The headteacher/Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentially policies.
- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care (only if a child is felt to be at risk of significant harm).
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include: looking at use of the school systems;
- identifying and interviewing possible witnesses;
- Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
    - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
    - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy. (Note: Schools should ensure they access the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the schools powers are used proportionately and lawfully)

    - Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
    - advising those targeted not to retaliate or reply;
    - providing advice on blocking or removing people from contact lists;
    - helping those involved to think carefully about what private information they may have in the public domain.

Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through the Children and Young People's Mental Health Service (CYPMHS).

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service (CYPMHS).

Supporting adults

- Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

- Adults who have been bullied or affected will be supported by:
- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.
- Adults who have perpetrated the bullying will be helped by:
- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

Involvement of pupils

We will:

- Involve pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.
- Produce an Anti-bullying Charter which will be endorsed by pupils within the school. This will be updated annually (see appendix A)
- Regularly canvas children and young people's views on the extent and nature of bullying
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools (Anti-Bullying Week).
- Publicise the details of help lines and websites.
- Offer support to students who have been bullied and show pro-active support through behavioural log tracking and isolation of pupils displaying unacceptable behaviour with 1:1 counselling / restorative justice meetings to resolve issues.
- Work with students who have been bullying in order to address the problems they have.
- Use form tutor times to encourage self-review and peer discussion to resolve issues around bullying and anti-social behaviours.

Liaison with parents and carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.

- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy
- Complaints policy
- The teaching of Citizenship and PSHE Education
- Actions plans taking forward the, Every Child Matters Agenda
- Confidentiality Policy
- The Single Equality Scheme
- The recording of racial and other bullying incidents
- Safeguarding Policy
-

Responsibilities

This Policy is only effective if the whole school community understands that bullying is not tolerated.

It is the responsibility of:

- The Management Committee to take a lead role in monitoring and reviewing this policy.
- Governors, the Head Teacher, Senior Leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Head Teacher to communicate the policy to other school leaders and through them to the school community.
- Pupils to abide by the policy.

Monitoring & review, policy into practice

We will review this Policy annually in line with our other policies unless we have cause to review earlier.

Staff Training

All staff have been trained using endorsed courses offered by 'Educare'. The following areas have been accessed and completed by all staff:

- Preventing Bullying
- Online Safety
- Mental well-being in children/young people
- Raising awareness – peer on peer abuse

Training has been completed for 2026/2027 Training will be updated each academic year.

Appendix A

Maidstone & Malling Alternative Provision

Anti-Bullying Charter

2026-2027

This document has been developed and implemented in consultation with students and staff.

1. Be respectful, kind and considerate to everyone at all times.
2. We will not tolerate either in jest or dialogue comments regarding race, sexuality or gender.
3. Treat people in the same way you would like to be treated.
4. We will not tolerate name calling and making personal comments.
5. We will not tolerate behaviour that makes it difficult for those being bullied to defend themselves
6. We will not partake in any forms of bulling including physical, verbal and online bullying
7. Listen to the views of others, showing empathy and respect even if you do not agree.
8. Think before you speak and always use appropriate language. Language that is hurtful, discriminatory or malicious to others will not be tolerated.
9. Behave responsibly in and outside school, ensuring that your behaviour does not have a negative effect on others. We will represent our school community with pride.
10. Any bullying concerns will be reported to and dealt with promptly by staff. The results of any investigation will be reported back to the appropriate people as soon as possible.
11. Look out for one another in and outside of school and report any concerns you may have about the well-being of others.
12. We will not post or share comments on social media that may cause upset and harm to ourselves and others.
13. Be supportive and encouraging towards everyone in school.
14. Ensure your behaviour does not disrupt teaching or the learning of others.
15. Bring a positive attitude to school at all times.

We will sign the Charter to show that we support and will adhere to the Maidstone and Malling Alternative Provision Anti-Bullying Charter.

Signed: _____ Print: Date:

(On behalf of the pupils at Maidstone and Malling Alternative Provision)

Signed: _____ Print: Date:

(On behalf of the Staff at Maidstone and Malling Alternative Provision)