To Combat Bullying the School will:

- Actively promote the school ethos of care, courtesy and respect through Assemblies, P.S.H.E., and subject lessons, to maintain an atmosphere where bullying is rejected and condemned by staff and students alike.
- Ensure that all members of staff are aware of the nature of bullying and the procedures to be followed in dealing with incidents.
- Encourage students to be prepared to speak up about incidents of bullying, being confident of the school's determination to deal sensitively with the victim(s) of bullying and firmly with its perpetrator(s).
- Ensure that any incidence of bullying is recorded, and that an overview of the incidence of bullying is maintained through regular pastoral liaison.
- Regularly review the procedures.
- Keep students and Parents informed about strategies to recognise and combat “Cyberbullying” and abusive texting.
- All students sign up to the Manningtree High School Bullying Charter (See below)
Manningtree High School
Bullying Charter

At Manningtree High School bullying is not tolerated.

At Manningtree High School we have the right to feel safe. Bullying is extremely hurtful and can affect the victim both physically and mentally.

*Bullying is a behaviour that is targeted at an individual or small group. It is repeated and is intended to cause physical or emotional harm.*

To ensure that no student in the school has to suffer from bullying in any form we have drawn up this charter of behaviour. This charter explains the behaviour that, we as students of Manningtree High School find unacceptable.

We, as students, find the following behaviour unacceptable:

• Repetitive rude gestures or actions
• Verbal and physical attacks
• Threatening or intimidating behaviour
• Repetitive nasty comments
• Being threatened or attacked by e-mail, MSN or text messages
• Nasty comments or threats being posted on Facebook or any other social media sites
• Rumours being spread about individuals
• Being deliberately ignored and isolated
• Being singled out because of age, gender, race or sexual orientation.
• Offensive jokes about family members.

We as students feel that any unacceptable behaviour towards other students is immoral. Every student is responsible for their own actions, and should behave in a positive and respectful manner to their classmates.

We accept that if we bully another student we will be held accountable for our actions and we will accept the consequences of our actions.

By Signing up to this charter you are helping to make Manningtree High School a Bully Free Zone.

I agree to follow the guidelines set down in this charter.

Name ________________________   Form ________________
Signed ________________________ Date _________________
Procedures:

The following are intended as guidelines and may of course, be varied according to circumstances, e.g. nature of offence, persistence of bullying etc.

For the Victim(s):

- Understanding and support.
- Establishment of arrangement of continued support from staff and students.
- Establishment of 'safe haven', if appropriate.
- Opportunity to confront bully: "Do I deserve to be treated like this?"
- Participation in 'Raising Self Esteem' Support Group within school day.

For the bully:

- Clear, unequivocal condemnation of the form of behaviour shown.
- Confrontation by victim.
- Counselling.
- Letter to parents.
- Interview with parents.
- Contract.
- Exclusion.
- Implications for staff training.

The School will ensure that:

- ALL school staff (including ancillary staff) are aware of:
  - the nature of bullying
  - the school policy on bullying
  - the procedures to follow
  - the bullying charter is known to the pupils

Methods of delivery and materials are devised to facilitate discussion in P.S.H.E. throughout the school relating to bullying, its causes, effects, prevention and strategies for dealing with it.

Students have access to Peer Support on a daily basis. This is a valuable support for students with concerns, including bullying. Mrs Jenkins is responsible for the Peer Mentors and queries should be addressed to her.