



Anti-Bullying Policy

This policy is made available to parents of all girls, day and boarding, on the School website, on the intranet and on request from the School Office. It is available to the Staff at the school from the school website, on the Staff intranet, and on request from the School Secretary. Content of this policy is directly discussed with new staff upon induction into the School. This Policy should be read in conjunction with the Safeguarding Policy, Online Safety Policy, Behaviour, Rewards and Sanctions Policy and Acceptable Use Policies.

Marymount International School London is committed to maintaining an environment in which all individuals are treated with respect and dignity. Harassment/bullying at Marymount is not acceptable and it is important that all members of the community know this and that a culture is established which reinforces this principle. The School strictly prohibits harassment or bullying of or by any member of the school community. This includes harassment or bullying based on race, ethnic identity, religion, gender, sexual orientation, sexist, age, homophobic, special education needs and disability, disability, national origin, citizenship, marital status, because a student is adopted or is a carer or any other basis protected by law. The guidelines below have been developed in accordance with the Department for Education advice “Preventing and Tackling Bullying” (July 2017) and “Cyberbullying: Advice for headteachers and school staff (2014)”.

The School is committed to maintaining an environment that is free from violence or intimidation. All members of the community, therefore, are expected to refrain from violence or intimidation of others at all times.

AIMS

- To demonstrate that the School takes bullying seriously and it will not be tolerated
- To take measures to prevent all forms of bullying in the School and on off-site activities
- To support everyone to identify and protect those who might be bullied
- To demonstrate to all that the safety and happiness of students is enhanced by dealing positively with bullying
- To encourage members to tell someone that they are being bullied and not suffer in silence

DEFINITION OF HARASSMENT/BULLYING

Bullying is deliberately hurtful behaviour, usually repeated over a period of time and intentionally hurts another student or group either physically or emotionally. It may be difficult for the victims to defend themselves. Single incidents that suggest bullying may occur will be recorded to assist the School in identifying patterns to help avoid single incidents becoming a series of bullying behaviour.

The damage inflicted by bullying is often underestimated. It can cause considerable distress and psychological damage affecting health and development, and can be a source of significant harm. The School recognises that whilst bullying is not a specific criminal offence, there are criminal laws, which apply to harassment, sexual violence and assault, sexting, the sharing of nudes/semi-nudes (in certain circumstances), upskirting and to violent and threatening behaviour.

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online. Low level disruption and the use of offensive language can itself have a significant impact on its target and may result in serious mental health concerns. If left unchallenged or dismissed as ‘banter’ or ‘horseplay’, it can also lead to reluctance to support other behaviour. Early intervention can help to set clear expectations of the behaviour that is or isn’t acceptable and help stop negative behaviours escalating.

- Child on child abuse which may include:
- **Emotional abuse** (e.g. being unfriendly, general unkindness, exclusionary: shunning and isolating an individual from the group or emotional blackmail).
- Threatening, intimidating or hostile acts.
- **Verbal** or written epithets, slurs, quips or negative stereotyping, sarcasm, spreading rumours.



- **Verbal or mobile telephone / online** (internet) message abuse through any electronic means of communication, e.g. internet chat rooms, blogs, email, networking sites, live streaming, etc. – this type of non-physical bullying may include sexual harassment.
- Denigrating or hostile written or graphic material (including graffiti).
- Jokes, pranks, or other forms of supposed humour that are in fact demeaning or hostile.
- Initiation or similar ceremonies would never be permitted at Marymount.
- **Physical abuse** (e.g. hitting, kicking, pushing, etc.).
- Verbal or mobile telephone / online (internet) message abuse through any electronic means of communication, e.g. internet chat rooms, blogs, email, networking sites, etc – this type of non-physical bullying may include sexual harassment.
- **Cyber-bullying** through any electronic means of communication e.g. mobile phones, videos, cameras, internet sites, social networking sites, etc – these can include real or manipulated images, and sexting or consensual and non-consensual sharing of nude and semi-nude images.
- **Prejudiced-based bullying** affecting the dignity of others related to age, ethnicity, sex, religion, nationality, race, sexist, age, homophobic, special education needs and disability, disability, sexual orientation or any other protected characteristic.
- **Child on Child Sexual Violence or Harassment:** Sexual violence and harassment can occur between two children of any age and sex. It is not acceptable, will never be tolerated and is not an inevitable part of growing up. Under the Sexual Offences Act 2003, sexual violence refers to: rape, assault by penetration, sexual assault. Sexual harassment refers to ‘unwanted conduct of a sexual nature’ that can occur online and offline. (DfE guidance: [Sexual violence and sexual harassment between children in schools and colleges, 2018](#) and Part 5 of KCSIE.)

Bullying can involve manipulating a third party to tease or torment someone, or actions that fall short of direct participation, where someone encourages others to bully, or joins in with laughing at a victim.

This list is not all-inclusive. Other unwelcome acts or comments of an offensive nature also may constitute harassment/bullying. This policy applies to members of our community whilst at school and in their communications with other community members, and at school sponsored events and activities.

CYBER-BULLYING

The rapid development of, and widespread access to, technology has provided a new medium for ‘virtual’ bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience. It can go further than face-to-face bullying as it can invade home and personal space and involve a greater number of people as people forward on content with a click. Cyber-bullying is the use of technologies to upset someone else. It includes threats and intimidation; harassment or ‘trolling’; vilification/defamation; humiliation; manipulation; whether open or anonymous; exclusion or peer rejection; impersonation; unauthorized use of personal information or images; posting without consent; discrimination.

Sexting (youth produced sexual imagery) or consensual and non-consensual sharing of nude and semi-nude images, videos or live streams is the term used to describe the sending of explicit images electronically. This may be via social media, gaming platforms, chat apps or forums. It could also involve sharing between devices via services like Apple’s AirDrop which works offline. The sharing of nudes and semi-nudes can happen publicly online, in 1:1 messaging or via group chats and closed social media accounts. An image of a young person could also be digitally manipulated into an existing nude image online or through the use of artificial intelligence (AI) new nude or semi-nude images of a young person could be generated. Non-consensual sharing of images can cause great distress and include a sense of shame, anxiety and further mental health issues impacting a person’s self-esteem and health.

Under the Sexual Offences Act (2003) taking an indecent image of a child (someone under the age of 18) is illegal. It is also illegal to send or be in the possession of such an image. The law applied to a young person taking an image of themselves, and applies to anyone receiving such an image if they do not delete it immediately. They should also advise someone appropriate (an adult) of their actions. Any sharing of such images is illegal. There may also be further legal implications if an older student requests such pictures of a younger students. This could be viewed as ‘grooming’. (See UKCIS guidance: [Sharing nudes and semi-nudes advice for education settings.](#))



Staff are required to be vigilant when students are using computers in a learning context. The Acceptable Use and Online Safety Policies give further details of expected behaviour when using technology.

For more information on cyberbullying or sexting incidents please consult the Department for Education's 2014 document: '[Cyberbullying: Advice for head teachers and school staff](#)' and the UKCIS guidance: '[Sharing nudes and semi-nudes advice for education settings](#)'.

The School will adopt a zero-tolerance approach to any cyberbullying issues, and staff will challenge any abusive behaviour between students that comes to their notice and will report such incidents to the DSL immediately. (*Please see Safeguarding Policy for further details about dealing with child-on-child abuse*).

Measures to Prevent Bullying and Harassment Signs of Harassment/Bullying

Students who are being harassed/bullied may show changes in behaviour. The signs may include some or any of the list below, although this is not intended to be exhaustive:

- Becoming shy and nervous, lacks confidence
- Asking for money or starts stealing money (to pay the bully)
- Frightened of travelling to and from school or does not want to go on the school/public transport
- Feigning illness / frequent visits to the Infirmary with symptoms that relate to stress or anxiety such as stomach pains or headaches
- Taking unusual absences or truancy, unwillingness to return to school
- There may be changes in work patterns or routines (e.g. giving up music lessons, change to accent)
- Attempts or threatens self-harm or suicide
- Has unexplained cuts or bruises
- Cries herself to sleep or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Starts stammering
- Is bullying other girls or siblings
- Comes home with clothes or books damaged
- Stops eating
- Is frightened to say what is wrong
- Seeks out the company of / clings to adults
- Repressed body language/ poor eye contact
- A lack of concentration

All members of the community should be aware of these possibilities and must promptly report any suspicions of bullying to the student's Advisor, Head of Year, or the Designated Safeguarding Lead. Students will be encouraged to report incidents of bullying through a positive programme of awareness and action.

Strategies for Dealing with Harassment/Bullying

There are essentially two strands to our policy:

1. **Prevention** – the whole school approach to awareness and prevention through an understanding of the School's Mission and Goals and the cultivation of a positive community culture.
2. **Dealing with specific incidents** in a careful and swift manner.

PREVENTION

Create an Ethos of Respect

- Our ethos must be one in which all students are valued by all staff members and by their peers.
- The way in which all members of the community treat each other must reflect this ethos.
- As a Catholic school, each person is considered to have intrinsic value and should be treated with dignity and respect.

It is the responsibility of the staff to be vigilant, observant and to speak to the Designated Safeguarding Lead or another member of the Pastoral Life Team over issues of concern. Staff are given training to ensure that they understand the purpose of the 'Anti-Bullying Policy', including where necessary in understanding the needs of students with special learning needs, LGBT⁺ students, the legal responsibilities of the School and how to resolve problems and seek support.



Students

The School promotes an ethos of good behaviour where students treat each other with respect at all times. Students are encouraged to tell a member of staff at once if they know that bullying is taking place. The Pastoral Team will offer support and guidance to other staff on handling and reporting incidents, and on the follow-up work with both victims and alleged perpetrators.

Students are reminded who they can turn to for help through the Advisory curriculum, PSHEE, in Boarding and through the posters displayed around the campus. Worry boxes are also available in the Gailhac bathrooms and Infirmary corridor should a student wish to disclose bullying confidentially or anonymously. Students may also use the Chat function on Teams to make a disclosure.

Safeguarding training for students in positions of leadership also covers the importance of offering support and assistance to younger and/or vulnerable students.

Preventing Cyber-bullying:

Staff will receive training on online safety helping them to understand the social media that is currently being used and appropriate pastoral responses.

Students will be educated about cyber-bullying through the curriculum as noted below. Students and staff agree to an Acceptable Use of Technology Policy when they join the School.

Certain sites are blocked by the School's filtering system which send a report to the Head of Year where students have triggered the filter. Where patterns are identified or sites visited that cause concern, appropriate further action may be taken.

Education in the Curriculum

Respect for the individual is at the heart of all curriculum programmes, especially the Religious Studies curriculum. Central to this is the dignity of each human being and their God given responsibility to protect and support one another. The School will raise the awareness of the anti-social nature of bullying and the importance of kindness through the PSHEE programme, school assemblies, liturgies, student leadership teams and advisory groups.

- The PSHEE Department Chair is responsible for initiating and developing with the Designated Safeguarding Lead and other members of the Pastoral Life Team an Anti-Bullying programme as part of the PSHEE programme. Students are encouraged to combat a 'culture of silence' which can surround bullying by fostering a 'culture of being prepared to tell'. This programme also deals with related issues such as self-esteem, friendship issues, communication skills, mental and physical health issues, mutual respect, cultural difference, relationship and sex education etc.
- Bullying and friendship issues are also tackled through the Advisory Curriculum. During Kindness Week, students focus on positive behaviour and expectations and consider how their actions can impact each other. Protected Characteristics weeks are also included in the school calendar. Assemblies and homerooms enable students to engage in discussion regarding each of the protected characteristics to help consider what these mean more fully to create dialogue, openness and understanding. Students are offered guidance on the safe use of social networking sites and information on cyberbullying in PSHEE and Advisory lessons. They are made aware that participation in cyberbullying will not be tolerated.
- Each student receives a 'Wellbeing Booklet' with a range of external numbers where students can seek help and advice.

DEALING WITH INCIDENTS

Disciplinary Action for Violating this Policy

If the School determines that this policy has been violated, the violator will be subject to appropriate disciplinary action, which may include temporary or permanent exclusion.

Prejudiced-based bullying on the basis of protected characteristics will be taken very seriously.

The School recognises that false accusations of harassment and/or bullying can cause serious harm to innocent persons. If any investigation results in a finding that the complainant knowingly and falsely accused another person of harassment and/or bullying, the complainant will be subject to disciplinary action, up to and including permanent exclusion.



The School reserves the right to investigate incidents involving our students, that take place outside school hours, on school visits and trips and that can occur in the vicinity of the School. Disciplinary measures will be taken in accordance with the School's Behaviour, Rewards and Sanctions Policy and will be applied in a fair, consistent, and reasonable manner, taking into account the needs of SEND and vulnerable students. Staff will always consider the motive behind bullying behaviour and whether it raises any concerns for the welfare of the perpetrator. If staff reasonably suspect that a student may be suffering, or is likely to suffer significant harm, they should follow the procedures set out in the School's Safeguarding Policy and discuss their concerns with the Designated Safeguarding Lead (DSL) or Deputies without delay.

PROCEDURES

What can you do if you are being bullied?

- Remember that silence is the bully's greatest weapon!
- Tell yourself that you do not deserve to be bullied, and that it is WRONG!
- Seek help from your advisor/houseparent/school nurse/DSL or any other adult whom you feel comfortable talking to.
- Be proud of who you are. It is good to be individual.
- Try not to show you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – shout "No!" Walk confidently away.
- Teachers/Staff will take you seriously and will support you.

If you know someone is being bullied:

- TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim more unhappy and on their own.
- If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

Investigating reports of bullying

When a bullying incident is reported it should be taken seriously and dealt with immediately. The DSL will advise how the incident will be investigated and work with other members of the pastoral team (Advisors, Heads of Year, Deputy Heads, Head of Boarding and Deputy Head of Boarding) to speak to those involved. Staff (especially Heads of Year and SLT) must ensure that the Behaviour, Rewards and Sanctions Policy is followed with regard to implementing sanctions reflecting the seriousness of an incident.

Safeguarding Concerns:

An issue of bullying should be treated as a safeguarding concern when there is "reasonable cause to suspect that a child is suffering or likely to suffer significant harm". The School will also consider whether the alleged perpetrator and victim might have unmet educational or other needs, and therefore assess if a multi-agency approach is appropriate. (Please refer to the Safeguarding Policy).

Otherwise the procedure below will apply:

Investigation of the incident will be carried out by the Head of Year or other member of staff as appropriate. The alleged perpetrator, alleged victim and any witnesses of the alleged bullying will each be interviewed individually on their own (or, if appropriate, with their Advisor present for support) and asked to write their account of events using the Student Account form.

During an investigation staff will:

- Reassure all students involved and offer necessary support from the Nurse, Counsellor and outside agencies such as Childline or NSPCC
- Listen carefully to all involved
- Adopt a problem solving approach to move students on from justifying themselves and their behaviour.

Where staff consider that the reported bullying behaviour may be criminal, or that there may be a risk of harm to someone, they will discuss this with the DSL and Headmistress, who will report the matter to the Police



without delay if considered necessary. The School will then follow the procedures set out in the Safeguarding Policy as well as any guidance from the Police.

In cases of cyber-bullying, the Headmistress or a member of staff authorised by the Headmistress may in certain circumstances search students and their possessions including electronic devices, such as a student's mobile phone. A search may be carried out with the student's consent or if staff have reasonable grounds for suspecting that the student is in possession of a banned item. Searches will be completed in accordance with 'Searching, Screening and Confiscation guidance for schools' and any searches that suggests a safeguarding concern will be referred to the DSL and safeguarding procedures will be followed (see Safeguarding Policy).

An authorised member of staff carrying out a search can confiscate any item that they have reasonable grounds for suspecting:

- Poses a risk to staff or students.
- Is prohibited, or identified as a banned item, or
- Is evidence in relation to an offence.

Staff may examine any data or files on an electronic device they have confiscated as a result of a search if they reasonably suspect that the data or file on the device has been, or could be used, to cause harm, undermine the safe environment of the school and disrupt teaching, or be used to commit an offence.

When an incident might involve an indecent image of a child and/or video, the member of staff will confiscate the device, avoid looking at the device and refer the incident to the DSL (or deputy) as the most appropriate person to advise on the School's response in accordance with relevant guidance. If a member of staff finds any image, data or file that they suspect might constitute a specified offence, they will be delivered to the police as soon as reasonably practicable.

In exceptional circumstances, staff may dispose of the image or data if there is good reason to do so, having regard to relevant guidance. Staff can confiscate, retain or dispose of a student's property as a disciplinary sanction where it is reasonable to do so. The law protects staff from liability in any proceedings brought against them for any loss or damage to items they have confiscated, provided they acted lawfully. Staff will always consider whether confiscation is proportionate and consider any relevant special circumstances.

The investigation of the incident/s and records of evidence should be recorded on CPOMS. The Advisors of both the alleged perpetrator(s) and the alleged victim(s) will be made aware of the incident and investigation as soon as possible. More serious cases of bullying will be brought to the attention of the Head.

RESPONSES TO CASES OF BULLYING

Where a case of bullying is identified following an investigation, the Head of Year in conjunction with the Advisor will engage further with the victim and perpetrator as follows:

With regard to the victim, they will:

- offer the necessary support through staff, nurse, counsellor and outside agencies such as Childline.
- make it clear that any recurrence of the bullying behaviour must be reported by the victim at once.
- make it clear why revenge or retaliation would be inappropriate.

With regard to the perpetrator, they will:

- engage them in consideration of the effects/impact of their behaviour on their victim(s).
- discuss with them whether it would be appropriate to offer an apology or acknowledgement of how the victim has been made to feel.
- set them short term goals to improve their behaviour.
- warn them of the likely implications of any repetition of such conduct and explain that their future behaviour will be monitored.
- Offer appropriate support.



The Head of Year and Deputy Heads/Headmistress may:

- suggest that the perpetrator visits the school counsellor to discuss the situation or make such a visit a requirement.
- order the removal of the perpetrator from a particular group (by changing seating arrangements or classes, for example).
- monitor the perpetrator's behaviour during unsupervised time (by requiring them to be in a given place at break and lunch, for example).
- issue a suitable sanction to the perpetrator under the Behaviour, Rewards and Sanctions Policy.

The School may exclude a student, either temporarily or permanently, in cases of serious or persistent bullying, or in the event that the support put in place for the perpetrator(s) does not result in the modification of behaviour to an acceptable level.

With regard to all parties, the School should:

- Seek to agree a way forward if possible, recognising that suitable support may be needed by all involved as well as dealing with any disciplinary measures in accordance with the School's Behaviour, Rewards and Sanctions Policy if appropriate.
- Seek to obtain agreement from all parties for a meeting to be held between victim and perpetrator(s) with close staff supervision or within a mediation session, to help develop a strategy which enables all concerned to close the episode.
- Put in place a monitoring and review strategy, to be kept on record. Where no improvement is made and incidents of bullying continue to take place, a persistent bully's position in the school will be reviewed by the Head.

Where no improvement in behaviour is seen it may be necessary for the persistent bully to leave school permanently.

In very serious cases, and only after the Head has been involved, it may be necessary to make a report to the Police, the DSL or to Children's Services. However, in most cases it will be possible to resolve such issues internally under this policy and the School's Behaviour, Rewards and Sanctions Policy.

For students who are boarders, the School understands that it will be difficult for students if the person bullying is also a boarder, as it may be difficult to escape from this bullying behaviour for long periods of time. Boarding staff will take the necessary measures to ensure behaviour is monitored carefully. So that they the victim of the bullying is supported as fully as possible, they will be able to have frequent check-ins with a boarding staff member, and have access to the Independent Listener or School Counsellor. Whilst the investigation is ongoing, boarding staff may require students to move rooms to create space between students whilst the matter is being dealt with. If space is limited, students may be required to stay with their guardian until the matter is resolved.

INVOLVEMENT OF PARENTS AND STUDENTS

Parents, as well as all staff and students, should know that the School will not tolerate harassment/bullying, and that it takes a positive approach to educating students to combat it. Parents/guardians of all parties should be informed as early – and as constructively – as possible. If the matter is serious or if the bullying continues then the parents/guardians will be invited in to discuss the matter including the appropriate sanctions under the Behaviour, Rewards and Sanctions Policy.

Parents of students who are being bullied and parents of the perpetrators will be involved in the solution to the problem as deemed appropriate. It is expected that parents will encourage co-operative behaviour and be quick to discourage aggressive and/or manipulative ways of resolving difficulties. If a student is to be found to be bullying others, it is expected that parents will work with the School to resolve the problem and effect a change in the student's behaviour. The School will always act in the best interest of the individuals involved and expect parents to support them in this.



Any kind of bullying is unacceptable. We treat all of our students and their parents fairly and with consideration and we expect them to reciprocate towards each other, the staff and the School.

Intimidation and unkindness is often caused by unhappiness and poor self-image, and situations where trust between people breaks down. It can have a complex and profound emotional impact for all involved. Parents and students must feel that any suggestion of bullying is thoroughly and fairly investigated.

COUNSELLING

The School supports counselling for all parties in a bullying incident. The victim must be helped to see that it is not her fault that she is being bullied. She must be assured that she is safe and that someone is dealing with her problem. Moreover, the perpetrator must be made to see the antisocial nature of her behaviour and appreciate the hurt she is causing.

THE ROLE OF STAFF

All staff will be alert to signs of bullying behaviour. Bullying behaviour is unlikely to be made obvious to staff and will occur most frequently outside of lesson times. Staff play a pivotal role and are expected to set an example, both in their dealings with each other and the students. In the classroom, in extra-curricular activities, in Boarding or anywhere else in the school, staff should be aware of students being pressurised or teased by their peers and vigilant of bullying behaviour as they move around the school, paying particular attention to less public areas of the site (E.g. restricted areas; music rooms, locker areas etc.) They should note changes in friendship groups within their Advisory or classes and any negative comments. It is vital that staff pick up on these kinds of incidents and do not leave them unchallenged. As well as challenging the bullying behaviour themselves, staff can support students in responding to this incident. Staff may also detect behavioural changes in a student that might be the result of bullying.

In a boarding school, where students live together for long periods of uninterrupted time, it is particularly important that there is vigilance by the boarding staff to ensure that positive relationships are fostered, and bullying deterred.

Staff must be familiar with the School's legal responsibilities and actions to be taken to resolve and prevent incidents of bullying from arising or escalating and also details of sources of further support. They should be familiar with the School's safeguarding policies and be ready to tackle bullying when it occurs.

The School recognises that certain students may be more at risk of bullying than others, and may require additional support when dealing with incidents of bullying, for example students with SEND, LGBT+ students or students from radicalized communities. Staff will be given training to understand the specific needs of the students and they should foster an inclusive environment for all students so that they are able to flourish.

All reported incidents are recorded and investigated as soon as possible and incidents are monitored throughout the year.

TRAINING

This policy will be brought to the attention of all staff at the start of each academic year as part of the annual Safeguarding update or on Induction for staff joining mid-year. Staff will be guided as to how to respond and record allegations of bullying at the School, including cyber-bullying.

REPORTING AND RECORDING

The School will maintain records of complaints of harassment and/or bullying, as well as records of subsequent investigation of such matters. The DSL will keep a copy of the record of incidents so that patterns or further incidents can be identified and dealt with immediately. These records will be kept confidential to the extent practicable and appropriate under the circumstances. Any staff dealing with students involved should have a clear picture of events so that they can be aware of how best to support the victim, and indeed the alleged perpetrator.

MONITORING AND REVIEW

The DSL will review and keep records of all reports and serious incidents, to enable patterns to be identified. The DSL will then report to the Headmistress and Safeguarding Governors.



RELATED POLICIES:

- Safeguarding Policy*
- Online Safety Policy*
- Acceptable Use Policy*
- Whistleblowing Policies for Staff*
- Equal Opportunities Policies for Staff and Students*
- SENDA Policy*
- Behaviour, Rewards and Sanctions Policy*
- Attendance and Absence Policy*

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APPENDIX:

PROCEDURE SHOULD YOU SUSPECT BULLYING IS TAKING PLACE

Marymount International School London seeks to ensure that students feel safe and have someone to speak to should they find they are having any difficulty. Faculty and Staff all have a duty to ensure that students have a happy cohesive environment in which to thrive. As students try to forge new friendships groups or deal with group dynamics independently, it may be that behaviour that is less favourable may arise. Should any negative or disrespectful behaviour to another student or students occur, please follow the procedure below:



Staff observation /Student/Parent Disclosure

INFORM ADVISOR

Speak to parties to investigate and notify DSL if bullying has taken place. (Please refer to the definition in the Anti- Bullying Policy). The DSL or Deputy DSLs can advise on how best to do this.

Yes, bullying has taken place.

Notify DSL who will speak to students. If agreed that bullying has taken place, the DSL will notify the Headmistress and a course of action will be decided upon and students will be informed.

Parents involved will be notified.

DSL will add the incident to the bullying log in order to identify patterns of behaviour.



Consequences may include:

- Group work with students involved
- Life Coach / Spiritual Life Coordinator mediation
- Recommendation for external counselling (for victim and/or bully)
- Buddying up with other girls in the class
- New seating plans / Rooming if in boarding
- Disciplinary sanctions (See Behaviour, Rewards and Sanctions Policy)



Faculty to closely monitor lessons and free time.
Advisor to remind students of rules on social media (AUP).



If bullying continues, the DSL and Headmistress will refer to the Anti-Bullying and Behaviour, Rewards and Sanctions Policies to inform further consequences which may include suspension and/or permanent exclusion.

No, bullying has not taken place.

Should it be a 'falling out' between friends that is not persistent, it will be logged by the Advisor. Any notes will be handed to the DSL should any future issues arise with the same student/s. Parents may be informed if student/s are upset by the incident. Students may be advised to see the Life Coach to help them deal with any arguments that have arisen. The Advisor should check with the students involved to ensure the issue has been resolved and offer counsel where needed.