



## **SG-015-1.0b Learner Bullying and Harassment Policy**

**August 2025**

### **1. INTRODUCTION**

MGTS will not tolerate bullying or harassment in any form. The rationale underlying this policy is a commitment to protecting all learners in MGTS community from bullying and harassment to ensure a safe environment for learning. MGTS is committed to taking a proactive approach in preventing bullying and harassment and an active approach in responding to bullying and harassment when it occurs.

### **2. DEFINITION**

Bullying is behaviour, which is intended to cause hurt, pain, suffering, humiliation, fear, or degradation. Bullying tends to be mainly psychological, e.g., threats and criticism. Harassment tends to be mainly physical, e.g., intrusion into personal space and damage to possessions.

### **3. CORE PRINCIPLES**

MGTS operates under an ethos in which every learner is safe from bullying and harassment.

All learners and their parents/carers should be made aware of the Bullying and Harassment Policy.

All learners should be made aware that when alleging bullying or harassment they will be given help and support and protected from victimisation.

Every member of MGTS staff has a responsibility to ensure that suspected bullying or harassment is dealt with promptly and fairly.

Every member of staff should be aware of what constitutes bullying and harassment and of the Bullying and Harassment Policy.

Every member of staff should be aware of how to react to suspected cases of bullying or harassment

### **4. IMPLEMENTATION**

The Policy will be implemented as follows:

MGTS will promote an ethos where every learner and member of staff is respected by:

- Giving learners a voice
- Having clear statements of expectations and behaviour

- MGTS will promote an ethos in which every learner is safe and free from intimidating behaviour by:
- Raising awareness of all members of MGTS on the issue of bullying and MGTS' attitude to it through learner induction, letters to parents, staff induction.
- Providing staff development to support the development of an environment in which bullying is seen as inappropriate and unacceptable.
- All staff, particularly senior staff, always demonstrating appropriate behaviour.

MGTS will take measures to prevent bullying and harassment by:

- Discussing bullying and MGTS' policy and procedures during induction sessions with learners.
- Arranging supervision at high-risk times and in high-risk places to ensure that learners are protected from bullying.
- Ensuring regular dialogue with the delivery team to promote proactive strategies to keep learners aware of issues.
- Offering learners at risk of being bullied extra support and guidance.
- Making learners aware that members of staff want to be informed about any incidents and that action will be taken when bullying is reported.

MGTS will respond to incidents of bullying and has policies and procedures in place to steer its response and respond to incidents of bullying by:

- Accurately recording all incidents of bullying and monitoring the effectiveness of strategies to situations.
- Offering learners who are victims of bullying additional support and guidance.
- Acting in respect of the perpetrators of bullying to ensure that they are clear that their behaviour is unacceptable.
- Working with those who bully others to enable them to address their behaviour, but always within the context of MGTS' disciplinary procedures; clarifying the extent of the problem and ensuring that appropriate resources are committed to address it.
- Raising the profile of bullying as an issue within MGTS to encourage learners and staff to report incidences of bullying.

MGTS will involve parents, carers or guardians [and other professionals if necessary], in ensuring learners are properly protected by keeping parents, carers or guardians informed about specific incidents involving their son/daughter and ensure they are included in dialogue about ways to address the problem.

## **5. QUALITY ASSURANCE**

MGTS will review the policy at agreed intervals. All incidents of bullying will be recorded and reported, with a particular note made of any racist, sexist, disability, or homophobic element.

## **6. SUPPORTING POLICIES AND DOCUMENTS**

Disability Policy  
Equal Opportunities & Diversity Policy  
Safeguarding and Child Protection Policy

## **7. CONTACT INFORMATION**

For queries regarding this policy:

**Designated Safeguarding Lead**  
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**Policy Owner:** CEO

Date	Summary of Changes	Version:	Author (Updated by):
04 August 2025	Previous policy (Policy Number 06) updated to new Document Control format.	1.0	Jordan Geoghegan Quality & Compliance Manager

**Next Review:** See Document Control Register

Policy Approved By:



David Bridgens  
**CEO**  
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