

# Mawsley Community Primary School



## ANTI-BULLYING POLICY

Policy Ownership	TLO
Statutory Requirement	No
Date reviewed by committee	
Adopted by Full Governing Board	
Formal Review	November 2023

## Mawsley Community Primary School

### Anti-Bullying Policy

**Mawsley C. P. School will not tolerate the bullying of any member of the school community. This community is made up of children, parents/guardians/carers, governors and all staff. We will actively support all targets of bullying and take appropriate action (restorative and consequential) with those who are involved.**

**Gareth Weston is the school Anti-Bullying lead and can be contacted in relation to any concern reported both within and outside of the school community by email at [gareth.weston@mawsley.org.uk](mailto:gareth.weston@mawsley.org.uk)**

#### What is Bullying?

Bullying is the **repetitive, intentional hurting** of one person or group by another person or group, where the relationship usually involves an imbalance of power. It can happen in person or online.

Bullying can take many forms including:

- **Physical bullying** which can include kicking, hitting, spitting, pushing and taking away belongings;
- **Verbal bullying** which includes name calling, mocking and making offensive comments;
- **Emotional bullying** which includes isolating an individual or spreading rumours about them;
- **Cyber-bullying** where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media
- **Racial bullying** occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- **Sexual bullying** is where someone makes unwanted physical contact or makes sexually abusive comments.
- **Homophobic and biphobic bullying** occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- **Transphobic bullying** occurs when bullying is motivated by a prejudice against people who identify as trans or target someone because of their gender identification.
- **Disablist bullying** occurs when bullying is motivated by a prejudice against people with any form of disability.
- **Sexist bullying** occurs when bullying is motivated by a prejudice against someone because of their gender

With the advance in new technologies, school is aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately. Therefore, our school has an ICT user's policy, which all students and parents sign, along with a separate E-Safety policy which should be considered in conjunction with this Anti-Bullying policy.

Bullying affects all members of the school community and will be recognised and dealt with whether the target is a child or an adult.

#### When it is not bullying

It is important to understand that bullying is not a falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. Children sometimes fall out and act because they are upset, where there is a clear balance of power between two individuals/groups this is not bullying. When problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns. We actively teach friendship and relationship skills to our children and they learn how to deal with these situations and develop skills to repair relationships.

#### How can I spot bullying?

- Changes in academic performance
- Appears anxious
- Regularly feeling sick or unwell.
- Reluctance to come to school.
- Clothes/bags torn or damaged.

- Money/possessions going missing.
- Unexplained cuts and bruises.
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful.
- Unhappiness.
- Loss of appetite.
- Not sleeping.
- Loss of weight
- Seen alone a lot
- Not very talkative

### **Aims and Objectives of our School Anti-Bullying Policy**

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. We are committed to ensuring that the school community works together to create a happy, safe, caring and stimulating environment. We continually reinforce the importance of our school motto 'Be brave, be kind, be yourself' demonstrating to children the importance of accepting each other and valuing our individual differences as well as asking them to show courage and kindness in their actions at school. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school community including children have the responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. We educate our children on the role of the bystander in situations where bullying arises and ask them to demonstrate courage by seeking adult support or speaking out to the bully if they feel safe to do so.

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
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

At Mawsley Community Primary School we aim to ensure that:

- All staff, governors, pupils and parents should have an understanding of bullying.
- Bullying will not be tolerated and it is the responsibility of every member of the school community to address and report all incidents of bullying.
- Clear procedures for reporting and recording bullying will be understood and followed by everyone.
- Everyone will be listened to and believed, and adults will do something as part of our network hand support system and protective behaviours ethos.
- The policy will be regularly monitored and reviewed

The school will set about doing this the following ways:

- The school will meet the legal requirements for all schools to have an anti-bullying policy in place.
- All governors, teaching and non teaching staff, pupils and parents/guardians will be given an opportunity to know what the school policy is on bullying.
- Pupils, parents/guardians and staff will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PSHE lessons, circle time etc) will be used throughout the school to reduce opportunities for bullying to occur.
- A protective behaviours ethos will be created within the school environment where everyone can work and express themselves free from fear of being bullied.

## Relation to School Values

At Mawsley C.P. School we endorse the following values:

- Courage - Every member of the school community has the right to object to and challenge language or behaviour which is offensive or intimidating.
- Determination – Anyone who is concerned about bullying should persist in seeking support until something is done about it.
- Equality - Every member of the school community has the right to feel comfortable, safe, secure, valued and respected no matter their background or preferences – all children have the right to equitable access to the curriculum.
- Excellence - Learning is the entitlement and responsibility of every member of the school community.
- Friendship - Every member of the school community has the right to grow and develop relationships, free from prejudice, stereotyping, harassment and negative discrimination.
- Inspiration – Every member of the school community has the right to reach their potential and aim high free from the disruption that bullying can cause.
- Respect - Every member of the school community has the responsibility to treat others with respect.

## Prevention

Children's behaviour is affected by the behaviour of the adults around them. Therefore, we expect adults at Mawsley C.P. School to model positive and respectful behaviour.

In the promotion of the school's anti-bullying work all staff will reflect the school's equal opportunities policy and practice.

We will ensure that the curriculum will reflect the school's anti-bullying policy through the core subjects (where appropriate), PSHE, Drama, Art, History, Geography, R.E., Assemblies, Brainboost projects, protective behaviours and through contact with other outside agencies.

## We will also:

- Recognise, celebrate and actively teach children about diversity of groups within our community including religion, culture, LGBTQ, and SEND.
- Make Anti-Bullying week a feature of our school calendar annually.
- Reinforce high self-esteem and minimise low self-esteem through reward systems and strong relationships.
- Develop the use of Circle Time.
- Use peer mediation where appropriate.
- Adopt classroom management techniques that challenge racist, sexist, homophobic, disablist and transphobic remarks.
- Promote and teach the pathways to good mental health.
- All areas of the school premises will be appropriately supervised including the playground and toilets.

## What are the procedures for Reporting and Recording Bullying Incidents?

How to report bullying:

- Pupils – are actively taught to use the adults on their network hand to report any worries or concerns about any wellbeing issues to. They should report any concerns about bullying to an adult in school they feel safe with. They can communicate in any method which they feel safe and comfortable to do so including the following ways which pupils themselves suggested: face to face conversations, notes or messages written and left in an agreed place e.g. teacher's desk, email or telephone call from home (supported by parent if necessary) or any other method that ensures a school adult hears about the issue.

- Staff – are actively supported in general wellbeing by having a team leader or line manager who any concerns should be reported to. If the member of staff feels they cannot address their wellbeing contact about a bullying issue then they should seek support from the anti-bullying lead or a member of SLT.

If a member of staff is reporting an incident of bullying on behalf of a child they should first speak to/email the child's class teacher. **Class teacher must** be given any information on bullying (unless they are considered to be carrying out the bullying) for any reports concerning children in their class. Class teacher will then report a brief description of the concerns via **email** and if they feel further detail is needed by speaking directly to the anti-bullying lead.

- Parents/carers – if parents/carers feel they are the target of bullying related to school they should report this via email to the anti-bullying lead or a member of SLT. They may prefer to book a telephone call to deal with the concerns which will be organised after first email contact.

If a parent wishes to report an incident of bullying on behalf of their child they should ask their child how they feel confident in discussing issues with a school adult and support the contact. This should be an initial email to class teacher as first point of contact (or the anti-bullying lead or member of SLT) who can then organise a 1:1 discussion via phone call/video call or face to face with an adult the child feels safe to talk to.

- Wider community – Any member of the wider community who wishes to report an issue related to bullying at Mawsley Primary School be it they are the target or they have witnessed something targeted at another child/adult they should email the anti-bullying lead or member of the SLT.

What happens after bullying is reported:

The following steps may be taken when dealing with all incidents of bullying reported to the school and all reports will be treated with sensitivity and confidentiality where possible:

- If bullying is suspected or reported, the incident will be dealt with as quickly as possible by the member of staff who has been approached or witnessed the concern.
- Any concern raised and deemed to be an issue of bullying as per guidance in this policy **must** be reported by email to the anti-bullying lead.
- The school will provide appropriate support for the target of the bullying – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- The Anti-bullying lead, deputy headteacher/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 where required parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality 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, 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 anti-bullying lead in accordance with existing safeguarding procedures. This will include recording appropriate details regarding decisions and action taken.

## **Safeguarding**

Mawsley Community Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Safeguarding is at the core of everything we do at MCP and is everyone's responsibility.

Activities and experiences are planned with regard to safeguarding procedures for all of our children. The health and safety of all children is of paramount importance. Parents send their children to school each day with the expectation that school provides a secure environment in which children can grow and flourish. At Mawsley Community Primary School a wide range of measures are put in place to achieve this outcome (see Safeguarding Policy).

## **Monitoring and Evaluation**

This policy was drawn up with the consensus of all staff and consultation of pupils and has been agreed by the Governing Body.

The policy will be reviewed biannually.

Email addresses to contact for reporting bullying;

Anti-bullying lead – [gareth.weston@mawsley.org.uk](mailto:gareth.weston@mawsley.org.uk)

Head teacher (DSL) – [michelle.harris@mawsley.org.uk](mailto:michelle.harris@mawsley.org.uk)

Deputy Head teacher (DDSL) – [andrea.cox@mawsley.org.uk](mailto:andrea.cox@mawsley.org.uk)

Assistant Head teacher (DDSL) – [jenny.tedore@mawsley.org.uk](mailto:jenny.tedore@mawsley.org.uk)

Family support worker – [emma.groom@mawsley.org.uk](mailto:emma.groom@mawsley.org.uk)