



Anti-Bullying Policy

Mount Pleasant Primary School

Approved by Governing Body	November 2021
Review date	September 2022

1. Statement of Intent

We are committed to providing a caring, friendly, and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school, and we do all we can to prevent it.

2. Definitions

Person who is bullying?

Definition for person who is bullying is:

The use of aggression with the intention of hurting another person.

Bullying is deliberate hurtful behaviour.

Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting (eg hiding books, threatening gestures).
- **Physical:** pushing, kicking, hitting, punching or any use of violence.
- **Racist:** racial taunts, graffiti, gestures.
- **Sexual:** unwanted physical contact or sexually abusive comments.
- **Homophobic:** because of, or focusing on, the issue of sexuality.
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing.
- **Cyber:** all areas of internet, such as e-mail and internet chat room misuse, mobile threats by text, messaging and calls and misuse of associated technology, ie camera and video.

Some examples of what isn't bullying

Bullying isn't:

- falling out with people
- short term arguments
- a fight or a quarrel between children
- friends breaking up
- occasional teasing

3. Aims and Objectives

Bullying is wrong and damages an individual's personal development. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

If bullying does occur, all pupils should be able to tell an adult, and know that incidents will be investigated and dealt with promptly and effectively. We are a TELLING school. This means that if anyone knows that bullying is happening, we expect them to tell the staff.

We aim to produce a safe and secure environment where all can learn and work without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

4. The Role of our Pupils

Our procedures for the pupils:

- Pupils should report bullying incidents to staff.
- In cases of serious bullying, the incident will be recorded by staff on CPOMs.
- In serious cases, parents will be informed and asked to attend a meeting to discuss the problem.
- The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.
- Guidance and support will be given to help the person who is bullying to change their behaviour.
- The person who is bullying may be asked to genuinely apologise. Other consequences will also take place.
- In serious cases, suspension or even exclusion will be considered.
- If possible, the pupils will be encouraged to re-establish a relationship.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

5. The Role of the Teachers

- Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. Incidents that happen in their class will be recorded in the usual way on CPOMS.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, this is shared with SLT, and parents are informed.
- If teachers become aware of any bullying taking place between members of a class, the issue is dealt with immediately. This may involve counselling and support for the victim of the bullying, and consequences for the child who has carried out the bullying. We spend time talking to the child who has been bullied: we explain why the action of the child was wrong, and that we will endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the headteacher and the Senior Leader responsible for the children. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies for advice.
- Teachers attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

6. The Role of the Headteacher

- It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The headteacher ensures that everyone connected with the school knows that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was unacceptable, and why a pupil is facing consequences. Adults will be spoken to on an individual basis at an appropriate time.

- The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When everyone feels they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

7. The Role of Governors

- The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body has a zero-tolerance stance towards bullying, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- Whilst following the school's complaints procedures, the governing body will respond within ten working days to any request made to them from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

8. The Role of Parents

- If parents are concerned that their child may be being bullied, or who suspect that their child may be the perpetrator of bullying, they should contact their child's class teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

9. Support of Staff Working in the School

The school encourages an open and supportive relationship between all staff where bullying is not acceptable.

If a member of staff feels they are the victim of bullying, they should discuss the situation with a senior member of staff of their choice at an early opportunity. The Chair of Governors will be informed of the incident.

10. Monitoring and Review

This policy is monitored on a regular basis by the headteacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by discussion with the headteacher, reviewing recorded incidents and taking notice of the responses in surveys of parents' view of the school.