



Achieve Believe Succeed
'They shall have life, life in all its fullness' (John 10:10)

Anti Bullying Policy for academic year **2019/2022**

Date Ratified	Review Date
October 2018	October 2022

Revision History

Date of Revision	Summary of Changes	Approved	Approved
September 2018	Complete redraft to reflect anti HBT bullying and promote EWMH.	October 2018	
September 2019	Redraft the recording system to reflect a new electronic system.	October 2019	



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ANTI-BULLYING POLICY

Our Christian Vision

At Mossley we work hard to embrace our Christian foundations, provide many rich opportunities for children to develop as individuals within a stimulating and safe environment. Our warm, caring ethos incorporates our Christian values within the everyday life of our school. We believe that every child should thrive and be the person they are fully capable of being.

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

1.1 Introduction

The vast majority of the pupils at Mossley C of E Primary School conduct themselves very well, are well mannered and well behaved. Our recent Ofsted report states ***"Pupils who spoke with us were adamant that bullying never happens. They said that this is because, 'We all get on and look after each other.'*** This policy sets out the expectations we have of our pupils and the methods we employ to modify behaviour if children are considered to be a bully.

1.2 Aims and Purpose of the policy

Our aim is to always reward good positive behaviour and to show zero tolerance of bullying as defined below. We feel however that in each case of bullying it is the behaviour and not the child that meets with our disapproval. Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. We expect everyone to be respectful of our school values. We aim to promote every child's emotional wellbeing and bullying can have a serious impact on this.

1.3 Equality Policy

Mossley C of E Primary School strives to meet the aims of the above policy in all respects and adopt a consistent approach to all forms of bullying. The school aims to consistently eliminate discrimination, including discrimination



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on the grounds of sexual orientation, advance equality of opportunity and foster good relations.

The school will actively seek to protect the nine characteristics identified in the above Act through a range of approaches. These characteristics are:

- Age
- Marriage and civil partnership
- Disability
- Gender
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation

1.4 **Definition of Bullying**

The staff and governors of Mossley C of E Primary School accept the definition of bullying as:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.
- **Verbal** – such as name-calling, sarcasm, spreading rumours, persistent teasing.
- **Psychological** – such as deliberately excluding (sending to Coventry), tormenting, ridicule, humiliation.
- **Cyber** - Misuse of the internet, mobile phone threats by text message and calls, misuse of technology e.g. camera and video facilities.
- **Attacking property** – such as damaging, stealing or hiding someone's possessions.

The use of intimidating or defamatory messages/ images both inside and outside of the school will not be tolerated. In order to combat cyber bullying, school will work with both the police and mobile network/ Internet service providers where appropriate.

The STOP acronym can be applied to define bullying – **Several Times On Purpose**.



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Bullying can be based on any of the following things:

Race (racist bullying)

Religion

Culture or class

Gender (sexist bullying)

Sexual orientation (homophobic or biphobic bullying)

Gender identity (transphobic bullying)

Special Educational Needs or Disability

Appearance or health conditions

Related to home or other personal situation

No form of bullying will be tolerated and all incidents will be taken seriously.

Children with Special Educational Needs and disabilities do not always have the levels of social confidence and competence and the robust friendship bonds that can protect against bullying. At Mossley Primary School we take a whole school approach to deal with bullying related to SEN and disability to ensure that all pupils, including the most vulnerable, feel safe and secure in our environment.

Some pupils with additional needs experience difficulties in monitoring and regulating their own behaviour. This can be heightened at more unstructured times of the day for example play time and lunch time. When their behaviours impinge on the safety of others their Support plans are altered to reflect this. They are further supported by an additional adult on the playground. This individual plan is confidential between the child's parents and staff members.

3. The role of governors



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3.1 The governing body supports the Headteacher in all attempts to eliminate bullying from our school and requires that any incidents of bullying that do occur are taken seriously and dealt with appropriately.

3.2 The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy. The governors require the Headteacher to report to the governors, on request, about the effectiveness of school anti-bullying strategies.

3.3 If referred to the governing body the Headteacher is notified and asked to conduct an investigation into the case and to report to a representative of the governing body.

4. The role of the Headteacher

4.1 The Headteacher responds within ten days to any request from a parent to investigate incidents of bullying.

4.2 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.

4.3 The Headteacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school.

4.4 The Headteacher ensures that all staff are equipped to deal with incidents of bullying.

4.5 The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

5. The role of the teacher

5.1 Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. Incidences are recorded on an electronic system – CPOMS. They are made aware of any other incidents in school during Child Update at the beginning of staff meetings.



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5.2 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, after consultation with the Headteacher, the teacher informs the child's parents.

5.3 If teachers become aware of any bullying taking place between members of a class, they deal with the issue immediately. This may involve counselling and support for the victim of the bullying and consequences for the child who has carried out the bullying. Teachers spend time talking to the child who has bullied, explaining why the action was wrong, and endeavour to help the child change their behaviour in future.

5.4 If a child is repeatedly involved in bullying other children, the teachers inform the Headteacher and the special needs co-ordinator. We may then invite the child's parents into the school to discuss the situation. In more extreme cases, when initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the Education Department or Social Services.

5.5 Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By positive strategies of praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. These include raffle tickets, stickers, stars and certificates.

5.6 Teachers will attend inset related to issues raised regarding bullying and behaviour management.

6. Recording procedures

6.1 Every staff member has access to CPOMS where any incidences are recorded. Any record on CPOMS has to be allocated to the Headteacher to read and respond to.

7. The role of parents

7.1 Parents who are concerned that their child might be being bullied, or suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

7.2 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.



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7.3 Parents have a responsibility to ensure that their child is aware that they will not tolerate bullying behaviour and, if necessary, they will be ready to support the school with regard to appropriate punishment etc.

7.4 Both school and home need to ensure that a child is aware that if he/she feels he/she is being bullied, they can share the problem with someone in authority.

7.5 It is important for parents to appreciate that dealings with children on these matters must be in private and not in public.

7.6 Parents need to understand that the school will speak to the parents of other children involved.

8. The role of the child

8.1 Children must be reminded that if they feel that they are being bullied they **MUST** tell someone in school immediately and not wait until they go home.

8.2 Children will be given opportunities (circle time / class time / worry boxes) to share their concerns with staff.

9. Monitoring and review

9.1 This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy on request.

9.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Ratified by Governors Date: October 2019
Reviewed October 2020

Anti-bullying Policy

APPENDIX 1

Steps that may be taken by School Staff



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(these are not in any specific order)

- take the incident or report seriously and make initial enquiries
- discuss with the class teacher and or the Headteacher
- take action as quickly as possible
- explore all aspects, hear what 'the bully/ies' have to say
- decide whether the enquiry needs to be in 'private' or widened to involve other children / classes
- reassure the victim(s), do not make them feel inadequate or foolish, try to take the fear away
- offer concrete help, advice and support to the victim(s)
- make it plain to the bully that you disapprove
- encourage the bully to see the victim's point of view
- discuss the problem with both parties and try to reach an understanding of the way forward
- punish the bully if necessary, but be careful how it is done. Reacting aggressively or punitively gives the message that it is all right to bully if you have the power!
- explain clearly to both sides the punishment and why it is given
- explain that there will be some strategies put in place to monitor the situation e.g. the notebook
- remind all parties that any repetition will be dealt with immediately
- remind all parties of the attitude of the school towards the incident/s
- inform the staff at the next Child Update session
- decide whether or not to inform parents. Depending on the severity /timescale etc the Headteacher may inform both sets of parents calmly and concisely; reassure both sets of parents that the incident has been noted and that the situation will be monitored.

Final steps:

- Do make sure that although the incident does not live on through reminders from you, you do continue to monitor the situation.
- Early intervention could prevent a future occurrence.

Anti-bullying Policy

Dear Parents,

The following is an overview of the school's anti-bullying policy. For a copy of the full policy please ask at the Office.



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The Teacher's Role

The teachers at Mossley are fully committed to fairness and equal opportunities for all. We believe children should be taught to treat each other with kindness and respect. We are committed to positive intervention if incidents of bullying are brought to our attention. We always take reports of bullying seriously and are committed to investigating any alleged incidents.

In-class incidents should be dealt with by the class teacher.

Any serious or prolonged complaints will be referred to the Headteacher and parents of the child/ren involved will be contacted.

Out-of-class incidents must be reported to the class teacher who will deal with the incident as already described above.

All incidents of bullying should be reported by teachers at the weekly child update meeting in case they form part of a wider pattern of behaviour.

The Child's Role

The issue of bullying is regularly discussed in assemblies and circle times. The School takes an active part in talking about bullying and the damage it can do through anti-bullying week, assemblies, SMSC, PSHCE and circle times. The children are taught how to recognise bullying and the recommended course of action to take if they feel that they are being bullied. They are taught that bullying is unacceptable behaviour that it will not be tolerated and that it will have serious consequences for the bully.

The Parent's Role

If your child is being harassed, bullied, physically or verbally abused in any way at school (or coming to or from school), please report it to your child's teacher or the Headteacher immediately.

Your complaint will be listened to in a sympathetic way and the matter will be fully investigated.

We request that you do not confront another child