



MORDA C of E PRIMARY SCHOOL

Document Type: POLICY

Title: ANTI-BULLYING POLICY

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|--|-------------|----------|--------------|--------------|--|
| Reference: | SFG-08 | Version: | 3 | Page 1 of 5 | |
| Prepared By: | Deputy Head | | Approved By: | Head Teacher | |
| Last Reviewed and Confirmed by Governing Body: | | | Issue Date: | 19-Sep-19 | |

REVISION HISTORY

| Version | Issue Date | Summary |
|---------|------------|--|
| 1 | 22-Jun-17 | First Issue |
| 2 | 19-Sep-19 | Updated References |
| 3 | 16/10/2021 | Minor changes to references to documents and organisations |

1. SCOPE

Bullying takes place in schools as it does in other work places. The aim of this policy is to ensure that pupils at Morda Primary School (MPS) learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated in any form. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at Morda.

Bullying is defined as "Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally".

2. ASSOCIATED DOCUMENTS

This policy takes into account the following documents:

- Preventing and Tackling Bullying Advice for Head Teachers, Staff and Governing Bodies DfE - 00062-2011
- Working Together to Safeguard children 2018
- Keeping Children Safe in Education 2021
- SSP Child Protection Procedures 2021

This policy is linked directly to the following MPS policies:

- Behaviour Policy
- Child Protection Policy
- Confidentiality Policy/statement
- Single Equality Scheme
- PSHE policy.



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3. CONTEXT

Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter 2014

Bullying can be related to:

- ✓ Race, religion or culture
- ✓ Special educational needs or disabilities
- ✓ Appearance or health conditions
- ✓ Sexual orientation, sexist or sexual bullying
- ✓ Young carers, looked-after children or otherwise related to home circumstances
- ✓ Verbal (name calling, sexist, racist and homophobic remarks, and other discriminatory language)
- ✓ Indirect (cyber bullying, spreading rumours, excluding someone from social groups)
- ✓ Radicalisation and Extremism

Bullying includes:

- ✓ Name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing or taking belongings
- ✓ Inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet
- ✓ Producing offensive graffiti
- ✓ Gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.
- ✓ Although sometimes occurring between two individuals in isolation, bullying quite often takes place in the presence of others, for example, between pupils, between pupils and staff, or between staff; by individuals or groups; face to face, indirectly or using a range of methods.

Pupils being bullied may demonstrate emotional and/or behaviour problems including signs of depression, physical problems such as headaches and stomach pains, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.



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Pupils are encouraged to report bullying in this school by regular discussion during circle groups identifying adults who can be approached to discuss bullying.

Parents/Carers will be informed of the school's stance on anti-bullying, its definition of bullying and how they and the school can work together by the publication of the policy on the school website and during our termly parental consultations.

All school staff must be alert to the signs of bullying and act promptly, sensitively and effectively against it in accordance with school policy. There is no "hierarchy" of bullying - all forms of bullying should be taken equally seriously and dealt with appropriately. This is the case even where incidents occur outside the school premises (*The Education Act 2006 gives headteachers the power to discipline pupils even where incidents of bad behaviour take place outside school premises and when the pupils are beyond the lawful control of school staff*).

4. AIMS

The aims of the MPS anti-bullying strategies and intervention systems are to:

- ✓ Prevent, de-escalate and/or stop any continuation of harmful behaviour in line with the Behaviour Policy
- ✓ React to bullying incidents in a reasonable, proportionate and consistent way
- ✓ Safeguard those pupils who have experienced bullying and those who have been involved in the act of bullying, and to trigger actions to support these pupils.

5. ROLES AND RESPONSIBILITIES

5.1. The Role of the Governing Body. Governors have the responsibility to ensure that an anti-bullying policy is in place, that it reflects the school's values and practice, is implemented and is reviewed regularly. The governors should agree the principles of Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter and ensure this is clearly displayed in the school.

The governing body must make, and from time to time review, a written statement of general principles to guide the head teacher in determining measures to promote good behaviour (School Vision). Governors will be informed of, and monitor, the numbers of incidents and steps the Headteacher and staff have taken to deal with these



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Governors will ensure there is a Senior Designated Lead for Child Protection leading on bullying related to radicalisation and extremism

5.2. The Role of the Head Teacher and Staff. The Head Teacher shall ensure there is a designated senior member of staff who leads on anti-bullying. This shall be detailed in the List of Designated Leads document. The Head shall ensure all staff are aware of, and understand, this policy. The following steps will be taken by staff when dealing with incidents: -

- ✓ If bullying occurs, or is suspected or reported, the incident will be taken seriously and appropriate first steps are taken promptly by the member of staff who has been approached
- ✓ Each incident will be investigated thoroughly, sensitively and effectively
- ✓ A clear account of the incident, actions taken and review date will be recorded, given to the head teacher/senior manager and kept so incidents can be monitored
- ✓ Relevant staff will be kept informed and if the bullying persists they will record this and inform the Headteacher/senior manager, and appropriate further action is taken
- ✓ Parents/carers will be kept informed appropriately
- ✓ Appropriate rewards and sanctions in line with the school's Behaviour Policy will be used to support the improvement of pupils' behaviour
- ✓ The school will inform the Local Authority of any hate or prejudice related incident as part of the school's Public Sector Equality Duty under the Equality Act 2010 and in support of the Shropshire Tackling Hate Crime Initiative; a report form is available through the Shropshire Learning Gateway.

6. PUPIL SUPPORT

Pupils who have been bullied will be supported as appropriate by:

- ✓ Having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- ✓ Being reassured
- ✓ Being offered appropriate support
- ✓ Raising their self-esteem and confidence
- ✓ Being encouraged to report further issues
- ✓ Arranging a review date/time to discuss outcomes and appropriate follow-up



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Pupils who have bullied will be supported by:

- ✓ Having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- ✓ Establishing what behaviour was inappropriate and why the pupil became involved
- ✓ Establishing clearly what behaviour needs to change, and how the school can support this change (linked to Behaviour Policy)
- ✓ Informing parents/carers of agreed actions, and establishing how they can support
- ✓ Arranging a review date/time to discuss outcomes and appropriate follow-up

7. CURRICULUM

Pupils will have opportunities to develop their understanding of the nature of bullying, to explore their own and others attitudes to bullying and to develop the skills to deal with bullying through PSHE and other subject areas and through assemblies, circle groups and other school activities. The policy will be promoted and implemented throughout the school

8. REVIEW

This policy shall be reviewed annually for adequacy by the Full Governors at their Autumn meeting.