

Mount Pleasant Junior School

Policy Document



Policy for:	Anti-Bullying
Overarching Area:	Safeguarding
Other policy links:	Staff Code of Conduct Use of Reasonable Force Behaviour
Date of review:	22 March 2024
Governors' Ratification Date:	22 March 2023
Revisions and Amendments:	
Comments:	

This is part of Mount Pleasant Junior School's Safeguarding Policy. It is a document which:

- **Defines how children's welfare is at the centre of everything we do**
- **Details the ways in which we work proactively and reactively to educate and protect**
- **Clarifies everyone's roles and responsibilities**
- **Contains policies that link to safeguarding as constituent parts**

Statement

In everything we do, the welfare of the child is paramount and central¹.

As you read this policy this statement should be clear. Working at or visiting our school, you should see this brought to life in:

- **The atmosphere**
- **The conduct and behaviour of staff**
- **The teaching and learning**
- **The fabric of the building (displays & signs)**

Aim:

At Mount Pleasant Junior School we set high expectations for our pupils and are aspirational for them in relation to all aspects of their learning and conduct. Bullying can happen anywhere and whilst we do not have a problem with bullying we are mindful that *'bullying cultures can spring up, and conflict can come and go depending on relationships and influences.'*²

Definition:

Bullying is when someone is hurt repeatedly.

It may hurt their body or their feelings.

It may feel like the bully is stronger as though they have the control.

There are different types of bullying:

Physical: hurting someone's body

Verbal: hurting someone's feelings

Ostracizing: ignoring or avoiding someone

Cyber: using technology to bully

Bullying is not:

- A one off incident
- Teasing between friends without intention to cause hurt
- Falling out with friends after a quarrel or disagreement

School Charter:

Be Responsible

Be Respectful

Be a Positive Learner

The school charter sets clear boundaries and expectations for all pupils. This helps to ensure that Mount Pleasant Junior is proactive in building an anti-bullying culture:

¹ Working together to safeguard children March 2015 page 8

² Anti-bullying alliance guidance for school policy

*'Bullying thrives in cultures where name-calling, unwanted touch, rumour mongering and disrespect go unchallenged.'*³

In order to realise our aim and ensure that the school charter is evident in the daily life of the school, we follow a number of principles that we have agreed:

Underpinning Principles

There is a shared understanding of what bullying is, including different types of bullying

Therefore we:

- Regularly refresh our understanding of the MPJS definition of bullying
- Regularly refresh our understanding of what bullying might include
- Regularly refresh our understanding of cyberbullying

Bullying thrives in cultures where disrespect goes unchallenged.

Therefore we:

- Teach children about our school charter
- Respond to incidents and resolve issues
- Use a 'restorative practice' approach to ensure that all those involved have a voice

Bullying can be fuelled by prejudice and hatred

Therefore we:

- Teach children that prejudice and hatred will not be accepted
- Support children to develop their knowledge and understanding of our similarities and differences
- Develop a curriculum that exposes children to a wide range of experiences and opportunities to understand equality and protected characteristics

The responsibility for tackling bullying rests with everyone.

'Anti-bullying is everybody's business'

Therefore we:

- Expect and train all staff to deal proactively with behaviour by celebrating the positives and making clear when behaviour is not in line with the school rules.
- Model consistently the behaviours we expect to see shown by the children
 - Respect
 - Kindness
 - Understanding

'Tolerance' is not enough

If we aim for 'tolerance' we are not aiming high enough.

Therefore we:

- Celebrate diversity in a meaningful way
- Have a deep and conscious awareness and understanding of community
- Develop a curriculum that embraces and celebrates Fundamental British Values

Strategies & Management Plan

Reporting

Reporting concerns about bullying is everyone's business.

³ Anti-bullying alliance guidance for school policy

Every member of the Mount Pleasant Junior School community should be confident that effective policy and systems are in place to make school a safe and secure environment in which to achieve and learn.

Pupils should:

- Not bully anyone else or encourage of support bullying by others
- Tell an adult if they are being bullied, usually either a member of staff or parent
- Act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied
- Recognise that being a “bystander” is not acceptable, and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying

Parents should:

- Contact the class teacher immediately even if their child has asked for “secrecy” so that they can work with the school to bring an end to the bullying
- Contact the school if they know or suspect that their child is bullying another student
- Share with the school any suspicions they have that bullying is taking place, even when it does not directly involve their child

Prevention of Bullying:

At Mount Pleasant Junior School, we are committed to prevent bullying by:

- Promoting the School Charter
- Raising awareness of bullying and what it can look like
- Using Anti-bullying week as an opportunity to review and revise policy and procedures
- Discussing bullying with parents
- Providing positive role models
- Embedding e-safety within the curriculum to avoid cyber-bullying
- Providing staff with training to ensure that they can recognise of signs and symptoms of bullying, as well as systems and procedures for dealing with bullying

Possible signs of bullying:

As a school, we are aware that these are possible signs of bullying. Many of these signs are also part of our wider understanding of safeguarding:

- Changes in usual routine
- Changes in usual behaviour e.g. crying
- Unwillingness to come to school
- Becoming withdrawn, anxious, lacking in confidence
- Claiming to feel ill
- Possessions going missing
- Unexplained cuts, bruises or scratches
- Unusually aggressive, disruptive or unreasonable
- Bullying other children
- Stopping eating
- Frightened to say what is wrong
- Giving improbable excuses for any of the above

Responding to Incidents of Bullying

Pupils:

- Tell a friend, a member of your family, an adult, an older sibling or pupil; anyone whom you trust
- Tell the bully to stop, if it is safe to do so

- Encourage the bullied person to seek help
- Walk away with the bullied person and tell an adult

Staff:

Being at the forefront of behaviour management and supporting children's personal safety and wellbeing in school, staff have a vital role to play. You have detailed knowledge of the children in your care and should build up relationships based on mutual support, respect and trust. Staff should respond to any incident of bullying as follows:

- Remove the student from immediate danger
- Acknowledge the incident and assure the students that it will be dealt with
- Listen carefully to all accounts
- Focus on feelings, not facts and do not make any premature assumptions
- Beware of feelings of anger and frustration towards the bully and sympathy for the target
- Treat every student with respect and compassion
- Never ignore suspected bullying
- Regularly review class seating plans
- Talk to the Headteacher as soon as possible

Action resulting from a bullying incident may involve:

- Talking with the parents and providing regular updates
- Devising specific activities for those involved in the incident
- Talking with the students involved – separately and together if this is appropriate
- Talking with the class
- Consulting with and involving colleagues
- Facilitating friendships
- Implementing the behaviour policy, which could include a fixed term exclusion

The Head teacher is responsible for implementing the Anti-Bullying Policy and under the Education and Inspections Act 2006 for:

“determining measures on the behaviour and discipline that form the school's Behaviour Policy”

“...encouraging good behaviour and respect for others on the part of students and, in particular, preventing all forms of bullying among students”

The Head teacher will ensure that:

- bullying behaviour is addressed in the school's Anti-Bullying Policy
- bullying is addressed as an issue in the curriculum
- all staff receive training that addresses bullying behaviour
- the Governing Body is regularly provided with information regarding issues concerning behaviour management, including bullying
- Senior staff are responsible for the monitoring of the policy and anti-bullying strategies