



Anti Bullying Policy

September 2022

Mortimer Primary School prides itself on providing a caring, friendly and safe learning environment for all children where all members of the school community feel secure, valued and respected.

Our Aims

- To promote a secure and happy environment, free from threat, harassment and any type of bullying.
- To take positive action to prevent bullying from occurring through a clear school policy on personal and social development.
- To show commitment to overcoming bullying by practicing zero tolerance.
- To inform pupils and parents of the school's expectations and to foster a productive partnership with them, which helps to maintain a bully-free environment.
- To ensure that everyone at Mortimer Primary is aware of their role in fostering the knowledge and attitudes which will be required to achieve these aims.
- To ensure that pupils are able to transfer their learning to the wider community.
- No-one should be afraid to be part of a 'telling' school.

What is bullying?

All bullying is repeated harmful behaviour towards one person. It involves a powerful person or group picking on someone who isn't as powerful and making them worried or unhappy.

There are many different types of bullying. The most common ones are:

- Verbal – name calling, talking behind someone's back, deliberately getting someone in trouble by telling tales, spreading gossip about someone, making fun of someone who looks different or has some kind of a disability.
- Physical – fighting, hurting people, damaging or hiding people's belongings.
- E-bullying – using messaging or social media to make fun of someone by making unkind or rude comments or sharing photos about them to try to upset or exclude them.
- Indirect- e.g. rumours, excluding from playing, parties, taking equipment

Why is bullying bad?

Bullying is bad because it makes people feel bad about themselves and victims can be mentally scarred. It can make people scared or worried about coming to school and give our school a bad reputation. Bullies are weak links in the chain of caring, friendly children that make our school strong.

How can we keep our school safe?

1. To show respect to each other and treat others in the same way that we would like them to treat us.
2. We use Circle Time and PSHE lessons to share our feelings about what makes us happy and unhappy, and to sort out any difficulties.

3. We can also talk to an adult on our own if we are experiencing 'Yucky' feelings (Kidsafe vocabulary) about how we are being treated, or feel that another person is being treated badly. We know that all of the adults in our school will listen to what we have to say and do something to help.
4. If someone says that they are being treated badly, or that they are being bullied, then this is investigated by an adult as soon as possible.
5. If it is found that a person has treated someone badly, or that they have bullied them, they are expected to take responsibility for what they have done. They need to understand how the bullying makes the person feel, and what they have to do to make things better.
6. We regularly talk about bullying and the importance of telling someone. We think about this particularly in November when it is antibullying week and during our regular Kidsafe assemblies.
7. Our school council help to address keeping safe in school through projects and assemblies. This is done with the support of a link teacher.
8. Our Year 6 monitors, Buddies and School Councillors work to ensure everyone inside and outside of school is happy and feels safe.

Staff guidelines for dealing with bullying behaviour.

1. Any report of bullying type behaviour is properly investigated to try to ascertain the facts. The views of all parties are listened to. Minor incidents are dealt with by the class teacher. If there is evidence to suggest that the issue is more significant in terms of severity or duration then it is reported to a senior member of staff. Incidents are recorded by senior management
2. Where incidents are referred on to a senior member of staff they will carry out further investigation to ensure that the facts of the case are clear. They then discuss the issue with all parties.
3. The usual sanction used is loss of playtimes for one day by attending a Reflection session where they will complete an appropriate task to reflect upon their actions. This may be extended in more serious cases or for a repeated action. The member of staff on duty explains to the pupil why their behaviour is unacceptable and the effect of it on the other pupil.
4. Parents will be contacted to inform them of the incident and how it was dealt with in school.
5. Following resolution of the incident staff will monitor the situation in the following weeks. This involves talking to the pupil to check that there haven't been further problems, and checking with the other parties that they are managing to carry out the promised change to their behaviour.
6. If the behaviour is repeated, then this results in the Head teacher asking to see the child's parents/carers to discuss the situation formally.
7. Particular care is taken to monitor the welfare of those children who may be more vulnerable to bullying. This includes Looked After Children, those with disabilities or SEND, ethnic minority children and those with mental health issues. Staff with specific responsibility for these groups (Designated Safeguarding Lead, SENCo, Mental Health Champion) are involved in this.

8. We make particular reference in an age-appropriate manner to bullying and/or harassment relating to race, gender, background and beliefs and other forms of discrimination.
9. See also related policies: PSHE; Safeguarding; SEND

Expectations

Our aim at Mortimer Primary is to put in place preventative measures through the following expectations:

We expect Staff and Governors:

- To embrace a whole school approach that celebrates individuals and provides support for all pupils.
- To put in place an effective anti-bullying policy that is an integral part of school life.
- To establish a clear system of rules, rights, responsibilities and consequences
- To recognise that the responsibility for dealing with bullying incidents rests with the school and governing body.
- To know that the school has no responsibility to deal with bullying incidences occurring outside the school premises, however they will endeavour to support the child and parents.
- To respond to parental queries and concerns positively and without delay.

We expect parents:

- To be supportive of the schools' expectations of behaviour.
- To respond to school concerns positively and without delay.
- To make school aware of any bullying concerns they have.
- To know that the school has no responsibility to deal with bullying incidences that occur outside school premises. The School, however, will endeavour to support the pupil and parents.

We expect pupils:

- To accept all pupils regardless of gender, race, beliefs, appearance etc.
- To support the school rules, rights, responsibilities and consequences.
- To take responsibility for their own behaviour.
- To respond to school concerns positively and without delay.
- To share any bullying concerns with a trusted adult.

In - Year Transfer

It is a statutory responsibility for all schools to have an Anti-Bullying Policy . This policy will explain how they will respond to all incidences. If you are worried or concerned about bullying issues, or your child has reported bullying to you, it is important that you make contact with the Head Teacher of the school, who will ensure a member of staff follows up your enquiry, as outlined in their schools policy. Schools will, endeavour to meet with you to discuss your concerns so that they can work with you and your child to resolve the issues. If the matter remains unresolved the next step would be to refer the matter through the schools complaints procedure, which would involve the School's Governing Body. If you are requesting a school place because of alleged bullying you must submit confirmation in writing from your child's Head Teacher that the in-school procedures have been fully exhausted.

Mortimer Primary will communicate clearly to parents the Authority's position in this matter.