



The Mall School

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## **Anti-bullying Policy**

This is a whole school policy that also applies to pupils in the Early Years Foundation Stage.

Bullying is not tolerated at The Mall School and we regard any form of bullying as entirely unacceptable. Bullying is discussed openly as part of the PSHE syllabus, the aim being to prevent and if possible to eradicate it. Our policy has regard to the non-statutory DfE Guidance: 'Preventing and Tackling Bullying' (2014). We aim to instil in our pupils a spirit of respect, tolerance, mutual understanding and an awareness of the needs of others. It is the right of every child that they should remain free from bullying or the fear of bullying.

### **Definition of bullying**

Bullying is persistent, repeated over time, physical or mental abuse by one pupil or group of pupils with the intention to hurt or harm another pupil or group physically or emotionally. It can happen not just through physical abuse but through verbal abuse; persistent name calling, mimicry, deliberate exclusion and unpleasantness.

It may often be motivated by prejudice against particular groups (including the protected characteristics in the Equality Act, 2010), for example on grounds of race, religion, culture, sex, gender reassignment, sexual orientation, special educational needs and disability, home or family circumstances or academic ability. This may happen physically, verbally or through cyber-technology (photographs, mobile phones, social websites, emails and text messages). Bullying can have extremely serious consequences for the victim, both physical and emotional, causing profound unhappiness and in some cases psychological damage that may affect their adult life.

No pupil at The Mall School has the right to make another child's life miserable.

### **Prevention of bullying and raising awareness**

It is the duty of every member of staff to be alert at all times to the possibility of bullying and to report any concerns, or initiate an enquiry, as soon as possible to the class teacher and Assistant Head (Pastoral).

Openness is the best policy and boys must speak to an adult if they are suffering.

Assemblies take place each term explaining the school's view on bullying and what to do if a child is being bullied. Respect for our differences and care for each other are highlighted in

the Mall Code. Where appropriate assemblies and case-studies would be a response to a specific instance of bullying; each year the school participates in national anti-bullying week in order to address the issue openly and to remind staff and boys of the correct procedures and of the standards of behaviour expected. PSHE lessons also tie in with the national campaign. Every opportunity is taken, as appropriate, within the curriculum to raise the profile of the seriousness of bullying, notably through projects, drama, stories and literature, visiting speakers and through the study of historical events.

Times when bullying happens are inevitably those when adults are not present and staff on the duty rota (in corridors and in the playground) are asked to be vigilant; class teachers are asked to look out for the end of the school day when boys are collecting their books from their class rooms.

Teachers should be aware of signs of bullying or potential bullying such as ridiculing in the class room, hiding possessions, jostling in the corridors, avoidance when seating in class or on minibuses, name-calling or ridiculing on the games field, and the evident unhappiness or isolation of an individual. Staff meetings and training sessions will be used to alert staff to specific concerns and also to maintain the profile of the school's anti-bullying stance. Posters on what to do if you are being bullied are on display throughout the school and there is a section on bullying in the homework diary, stating the name of the Designated Safeguarding Lead at The Mall and the number for the NSPCC's Childline.

Boys are told:

- No-one has the right to make someone else unhappy. Bullying is not accepted in our school and anyone who bullies will be dealt with severely. Bullying is not only physical, it can be verbal – it is anything that is deliberately meant to make someone unhappy.
- If you are being bullied you must talk to someone. You should choose someone in school in whom you have confidence and you should talk about it at home as well. In school you can talk to any member of staff They will all be on your side and will want to help.
- Do not worry about what might happen if you tell. Ignore any threats made or implied to you if you tell an adult. It is safe to do so. Your concerns will be listened to and taken seriously, and the matter will be investigated. We cannot help you if you keep silent.
- If there are any repercussions after you have spoken to a member of staff then you must tell us.
- If you know or suspect that someone is being bullied then you should take action. If you do nothing then you are on the side of the bully. You must speak to someone. Tell a member of staff as soon as possible if you are worried about a situation.
- No-one should give in to a bully or try to win him round – you must report him.
- Do not delete any abusive or hurtful messages on your phone or your computer. Show the messages to a parent or a member of staff.
- Bullies thrive on silence. If we talk openly about bullying, we will put an end to it.

## **Procedures when a bullying incident is reported**

Any incident of bullying must be brought to the attention of the Assistant Head (Pastoral). The school will always investigate bullying fully and inform the parents of any boy involved (whether victim or bully). The school will take action in response to a single incident of bullying and make appropriate records to ensure single incidents do not become the first in a series of repeated bullying.

Prejudiced-based bullying will be recorded as such to monitor the school's success in actively promoting the well-being of pupils.

Both victim and bully will be supported and their behaviour monitored by all staff involved in their welfare. The bully will be supported in order to help him adapt his behaviour and attitude.

A bullying incident will be treated as a child protection concern if there is reasonable cause to believe that a child is suffering or is likely to suffer significant harm.

- When the bullying incident is reported by the victim, or parents of the victim, the victim and the bully, and any eye witnesses, will be spoken to by the class teacher, Assistant Head (Pastoral) or Deputy Head.
- The initial contact with parents will normally be via the class teacher.
- Both the parents of the alleged bully and victim will be contacted. In most cases it will be possible to resolve the problem through discussion with the boys and support from home; the aim is to restore harmonious relationships. Parents are asked not to try to resolve these issues between themselves but to allow the school to deal with the matter in line with this policy.
- If other children have been involved in the alleged bullying or a parent has implicated another child, then the parents of all boys will need to be contacted
- Parents will be told that if the behaviour continues then it will be referred to the Assistant Head (Pastoral) as we take all matters concerning bullying seriously. The class teacher will email the parents and provide a record of the discussion with parents for the Assistant Head (Pastoral). The Assistant Head (Pastoral) will keep a log of incidents with a full written record.
- If the Assistant Head (Pastoral) is not available for initiating an enquiry, then the Deputy Head will take on this responsibility and report back to the Assistant Head.
- The Assistant Head (Pastoral) will meet with the parents of the bully. The parents of the bully will be given a copy of this policy and told that the school takes bullying extremely seriously. The school will also seek assurance from the parents that the behaviour will stop with immediate effect.
- A written record of the meeting will be kept by the School and sent to the parents by the Assistant Head (Pastoral). The boy will receive either a break time detention (Reception to Year 4) or an after school detention (Years 5 to 6). The Assistant Head (Pastoral) will also email the victim's parents to explain what course of action the school is taking.

- If the behaviour continues then the matter will be referred to the Deputy Head and the Headmaster who reserve the right to invoke the school's Expulsion and Removal policy.

The Mall School

Autumn 2021

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