



The Mall School

Anti-bullying Policy

Statement

We aim to instil in our pupils a spirit of tolerance and mutual understanding, and an awareness of the needs of others. We want our pupils to enjoy coming to school as we believe confident, happy people are inspired to learn.

Bullying is not tolerated at The Mall 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). It is the right of every child that they should remain free from bullying or the fear of bullying.

The School has regard to the Behaviour and Discipline in Schools (2016) guidance and the Equality Act (2010), including issues related to pupils with special educational needs or disabilities and how reasonable adjustments are made for these pupils.

This policy applies to pupils in Reception to Year 6. There is a separate Positive Behaviour policy for the nursery.

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 unkindness.

It may 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 deputy head.

Openness is the best policy and pupils 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 and where appropriate, assemblies and case-studies are used to respond to specific

instances of bullying. Each year the school participates in national anti-bullying week in order to address the issue openly and to remind staff and pupils 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 pupils 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.

Pupils 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 them round – you must report them.
- 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 Deputy Head. The school will always investigate bullying fully and inform the parents of any pupil 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.

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.

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

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.

The school usually follows a three stage process when dealing with allegations of bullying.

Stage 1

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. If other children have been involved in the alleged bullying or a parent has implicated another child, then the parents of all pupils will need to be contacted.

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 pupils and support from home; the aim is to restore harmonious relationships. In some cases it may be that a pupil does not realise that their actions have been upsetting another pupil.

Parents will be told that the pupils have been spoken to and the matter has been dealt with. However, were there to be another incident or if there was a threat made because a pupil had been spoken to then the matter would be referred to the deputy head.

The class teacher and parents will also agree what strategies can be put in place to support both pupils.

The class teacher will email the parents of the bully and victim to confirm what has been said, and provide a record of the meeting for the deputy head.

Stage 2:

If the behaviour continues or the pupil threatens the victim then the matter is referred to the Deputy Head. The school also reserves the right to move a pupil to Stage 2 of the process if an incident has been particularly serious.

The Deputy Head will meet with the bully's parents who will be given a copy of this policy. The pupil will receive an appropriate sanction in line with the School's Behaviour, Rewards and Sanctions policy. The school will also seek assurance from the parents that the behaviour will stop with immediate effect. Parents will be informed that if the bullying continues then the matter will be referred to the Headmaster.

The Deputy Head will also contact the victim's parents to explain what measures have been put in place. They will also be provided with a copy of this policy.

The Deputy Head and parents will agree support strategies to be put in place for both the bully and the victim. These could include a mentor for either or both pupils; daily report card; weekly contact with the Deputy Head or referral to a behaviour management specialist.

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 them adapt their behaviour and attitude.

The Deputy Head will email both sets of parents to confirm what has been agreed and will keep a written record of the actions taken.

Stage 3

If following Stage 2 of this procedure the bullying continues, or there is an extremely serious incident, the matter will be referred to the Headmaster who will consider it under the School's Exclusions and Removal policy.

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