

Policy Title: Anti-Bullying Policy

Mortimer



Leader: Mr. S Pickersgill
Review Date: September 2024

STATEMENT OF INTENT

We at Mortimer community college aim to create a safe environment where all members of the school community can feel secure, valued and respected.

Mortimer community college is a school where every child matters.

DEFINITION

Bullying is a conscious and wilful act of aggression and/or manipulation by one or more people against another person or people. This act may be repetitive, or else the fear of the victim may be that a single act may be repeated. Bullying is an abuse of power by those who carry it out. It may last for a short period or go on for years. It is at times premeditated and often opportunistic: sometimes it is directed mainly towards one victim, and may occur serially or randomly. A bullying incident may be viewed as any incident which is perceived to be bullying by the target and should be treated accordingly.

IT IS THE AIM OF MORTIMER COMMUNITY COLLEGE...

...to promote a secure and happy environment in our community, free from threat, harassment and any type of bullying.

- To take positive action to prevent bullying from occurring through developing a positive school ethos, pastoral guidance and social development
- To show commitment to overcoming bullying by practicing zero tolerance.
- To inform students and parents of the school's expectations and to foster with them a productive partnership, this helps to maintain a bully-free environment.
- To support students in being caring citizens in and out of school
- To ensure that staff are aware of their role in fostering the knowledge and attitudes which will be required to achieve these aims.

INDICATORS OF THE CHARACTERISTICS OF BULLYING

MAIN TYPES OF BULLYING:

1. Physical- e.g. hitting, kicking
2. Verbal- e.g. name-calling racist/gender/homosexual comments
3. Indirect- e.g. rumours, excluding from playing, parties, taking equipment, texting, videoing
4. Cyber-bullying eg inappropriate text messaging, inappropriate use of email or social networking sites

Can be mistaken for bullying but it is not bullying	Bullying where harm is intended	Criminal Activity
Playful teasing A one- off fight Rough and tumble or play fighting without real intention to cause damage	PHYSICAL biting hair pulling hitting kicking locking in a room pinching punching scratching spitting any other form of physical attack damaging a person's property NON-PHYSICAL Abusive language Abusive telephone calls Abusive texting Extorting money Intimidation/threats of violence Name calling Racist/sexist remarks Sexually suggestive language Cruel remarks Spreading false/malicious rumours (All of the above could also happen online or via text) NON-VERBAL Direct Mean faces/rude gestures Indirect Manipulating/ruining friendships Systematically excluding, ignoring and isolating Sending often anonymous poisonous notes Videoing incidents (All of the above could also happen online or via text) <i>Can be any one or a combination</i> <i>Bullying is usually repetitive</i>	Assault with a weapon Grievous bodily harm Threatening to kill or harm Serious theft Sexual abuse Racial abuse Abuse over social networking sites Malicious communication
Suggested School Action	Suggested School Action	Suggested School Action
These incidents will be handled by the school where appropriate, but not treated as bullying.	These incidents will be handled by the school. However, the school may involve partner agencies to assist, for example the school's link community police officers.	These incidents will be handled by the school and reports may be made to the police or other appropriate authorities such as social services.

STAFF GUIDANCE ON DEALING WITH BULLYING ISSUES

We at Mortimer Community College take bullying seriously and provide guidance for all staff. Identifying pupils who are being targeted is often difficult. We use the following indicators as guidelines:

- The student's work may be suffering
- They appear to have no friends around

- They appear to be unhappy
- They are frequently absent
- They have a tendency to display aggressive behaviour

We encourage all staff to observe general behaviour in and around school.

DEALING WITH STUDENTS WHO HAVE BEEN BULLIED

We at Mortimer Community College treat targets (students who have been bullied) and incidents seriously whether reported by staff/ parents/ peers. We recognise the fact that anyone can be a target and it is not his or her fault!

- Incidents recorded and monitored regularly
- Let the student know what is being done. Set a time and date for a meeting
- Parents informed of procedures in place and actions taken.
- Reassure the student they have done the right thing by telling someone.
- Establish details without making the student feel responsible for being bullied
- Empower the child by praising their courage for telling.
- Areas identified where bullying occurs through surveys, duty points changed to ensure students feel safe
- Appropriate strategies will be taken using the LSC to support students who are bullied
- A useful local resource is www.hypesouththynesside.info/bullying

DEALING WITH A STUDENT WHO IS A BULLY

We are aware a student may bully for a variety of reasons: because of the family/life events/power of an antisocial peer group/social climate of the school/surrounding community/personality characteristics and or a combination of these and other factors. Some bullies may have low self-esteem that often manifests itself in violence. Some bullies are extremely manipulative of people and or situations.

Changing the attitude and behaviour of a bully will be part of the work we do in Mortimer Community College as part of our SMSC curriculum and in our work as role models for acceptable behaviour. However, we also recognise that sanctions will have to be used against bullies.

SANCTIONS

Repeat offenders will be subject to increasing levels of sanctions and may be reported to the police. For persistent offenders or incidents considered as gross acts of aggression a pupil could be permanently excluded. The schools Behaviour for Learning Policy outlines all possible sanctions. This policy can be viewed on the school website.

STAFF AT MORTIMER COMMUNITY COLLEGE ARE ENCOURAGED TO:

- Diffuse the situation and remain calm and non-judgemental.
- Separate the bullying actions from the person who is bullying (allows a way out and becomes a “win win” situation)
- Explain clearly to the student what is going to happen to ensure they understand rules, responsibilities and consequences that the school follows.
- Involve and inform parents of events and consequences that may follow.
- Decide which strategy is effective and appropriate. For example using the “No Blame Strategy”
- Involve outside agencies if deemed appropriate e.g. Educational Psychologist, and Social Worker.
- Where serious violence is involved the Head Teacher may exclude a student immediately pending further investigations

EXPECTATIONS

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

EXPECTATIONS OF STAFF AND GOVERNORS:

- To embrace a whole school approach that celebrates individuals and provides support for all students.
- The school anti-bullying policy is an integral part of school life.
- A supportive governing body that encourages the involvement of parents in the school.
- A clear system of rules, rights, responsibilities and consequences
- To provide an environment that is stimulating and enjoyable.
- 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 as soon as possible

EXPECTATIONS OF PARENTS

- To be involved in their child's school life and attend parent's evenings etc.
- To be supportive of the school's expectations of behaviour
- To respond to school concerns positively and without delay
- Parents will make appointments where and when possible
- To know that the school has no responsibility to deal with bullying incidences that occur outside school premises, however they will endeavour to support the student and parents.

EXPECTATIONS OF PUPILS

- To be involved in a proactive Student Voice
- To support the school rules, rights, responsibilities and consequences
- To take responsibility for their behaviour.
- To respond to school concerns positively and without delay

ACTION UNDERTAKEN BY MORTIMER COMMUNITY COLLEGE TO COMBAT BULLYING

- Regular staff training to address policy issues provided by inset LA or outside agencies.
- Annual review to assess and review procedures/ incidents
- Address issues of all different types of bullying through tutor time and assemblies
- Effective deployment of Heads of Year support staff

MONITORING AND EVALUATION

- Monitoring of the policy is completed annually by the governing body. The Chair of Governors will be kept informed of repeated incidents of bullying.
- Records will be kept for up to three years and then extended if the need required.
- Annual review and update of policy by governing body.
- We will involve student voice/governors where appropriate in reviewing the policy.

CASUAL ADMISSIONS

It is a statutory responsibility for all schools to have an Anti-Bullying Policy. 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 your child's Head of Year, who will follow up your enquiry. We will endeavour to meet with you to discuss your concerns so that we 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 school's complaints procedure, which would involve the School 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. Your application will NOT be processed without this information.

Mortimer Community College will support the Authority position in this matter.

PARENTS/ CARER GUIDANCE

We at Mortimer Community College believe parents and carers have a vital role in ensuring their child adheres to the school rules and supports the school when dealing with contentious issues. These guidelines and information are available to parents and are displayed in and around our school.

SIGNS TO LOOK FOR IN YOUR CHILD

- Common symptoms may include:
- Headaches, stomach aches, anxiety, irritability, stress.
- They may refuse to attend school
- They may have few or no noticeable friends around
- They may lose money or property
- They may have unexplained bruises etc.
- They may be unwilling to talk about school.

PARENTS CAN:

1. Support your child: tell them it is not their fault, they can't choose the way people behave towards them, but they can choose how to respond.
2. Find time to talk to your child: empathise with their situation, although they can't choose what happens in their lives, being happy is a positive personal choice.
3. Remind them how resilient and strong they are and insist they keep going to school despite facing daily bullying.
4. Remind them that they are a unique and wonderful person, with the same rights as everybody. That they can use the power of anger to protect themselves without having to attack anyone else.
5. Speak to the form tutor or Head of Year about the problem.
6. If not resolved see your child's Key Stage Coordinator and/or the Deputy Head (Pastoral) and ask to see the school's anti-bullying policy. (All schools by law have an anti-bullying policy.)
7. Request initiation of an action plan and time line to monitor the bullying.

8. If you feel the matter is not resolved then you can contact the Chair of Governors.
It is the parents, students, school and governors responsibility to try and reconcile bullying incidents that may occur.

IF YOU FEEL YOUR CHILD IS BULLYING OTHER CHILDREN

Look out for signs of bullying by your child or from others:

- Your child may have more money than usual
- Your child may have property that does not belong to them
- Your child may display aggressive behaviour and belittle others

These are only guidelines; your child may display some or all of these and not be bullying

WHAT CAN YOU DO?

If you are concerned you can make an appointment to meet your child's Head of Year.

WITH YOUR CHILD.

- Talk with them to discourage this behaviour:
- Discuss how it makes other children feel.
- Give praise when your child displays cooperative behaviour and kindness to others.
- Monitor their use of social media and other forms of communication e.g. mobile phones

A suggested resource for parents/carers:

Parentline/Family Lives
www.familylives.org.uk
Free Helpline
0808 800 2222