

**Outcomes
First
Group.**

Anti-Bullying Policy

Policy Folder:

Safeguarding

Document History

Version	Comments/amendments	Name	Date
1.0	Version 1	Lyndsey Jeffries	September 2018
2.0	Version 2	Lyndsey Jeffries	September 2019
3.0	Version 3 change to updated guidance link	Lyndsey Jeffries	September 2020
4.0	Version 4 change to updated guidance link	Lyndsey Jeffries	September 2021
5.0	Version 5 change to updated guidance link, updated link no longer in use and made reference to whole school assemblies.	Jacqui Rochester	September 2022
6.0	Version 6. Updated to KCSIE 2023, updated definition and forms of bullying behaviours linked to Anti-Bullying Alliance guidance, Headteacher changed to Head of School	Sam Dugan	September 2023
7.0	Added flow chart appendix	Sam Dugan	April 2024

ANTI-BULLYING POLICY

Objectives of this policy

This policy outlines what Mountfield Heath School (MHS) will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community (including children and young people, parents/carers and all school staff) and we are committed to developing an anti-bullying culture whereby no bullying will be tolerated under any circumstances. All members of the school community have the right to learn, work and play in a secure and caring environment free from harm or harassment. They also have a responsibility to contribute by preventing and reporting bullying behaviour.

Further advice and guidance can be obtained from the DfE:

[Behaviour and discipline in schools guidance for governing bodies.pdf \(publishing.service.gov.uk\)](#)
[Approaches to Preventing and Tackling Bullying](#)
[Keeping Children Safe in Education 2023](#)

Our school community

- Discusses, monitors and reviews our anti-bullying policy on a regular basis
- Supports all staff to promote positive relationships and identify and tackle bullying appropriately
- Ensures that students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; that students abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns about bullying and deals promptly with complaints; parents/carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support other relevant organisations when appropriate

Definition

Bullying is defined as:

'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online' [Anti-Bullying Alliance](#)

Bullying behaviour might include, but is not limited to:

- **Physical** – pushing, poking, kicking, hitting, biting, pinching etc.
- **Verbal** - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- **Emotional** – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- **Sexual** – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.

- **Online /cyber** – posting on social media, sharing photos, sending nasty text messages, social exclusion.
- **Indirect** - Can include the exploitation of individuals.

Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion, beliefs, or culture
- Bullying related to LDD (learning difficulties or disability)
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation (homophobic bullying) including the use of homophobic language
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying, including the use of transphobic language
- Cyber bullying
- Other prejudice based bullying not identified above

Preventing, identifying and responding to bullying

The school community will:

- Listen and take time to talk to children and young people who disclose bullying, take what they say seriously and investigate the situation
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, assemblies, PSHE schemes of work, through displays, through peer support and through the School Council
- Train all staff including support staff, administration and facilities staff to identify bullying and follow school policy and procedures on bullying, including recording and reporting incidents of bullying
- Actively create "safe spaces" for vulnerable children and young people
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied

Involvement of students

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying
- Obtain the views of school council
- Ensure students know how to express worries and anxieties about bullying
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve students in anti-bullying campaigns in schools
- Participate in National Anti-Bullying Week
- Pupils to annually complete a pupil survey which includes how they feel bullying is managed and supported at MHS.
- Publicise the details of helplines and websites using various methods

- Offer support to students who have been bullied and to those who are bullying in order to address any underlying issues they may have

Liaison with parents and carers

We will:

- Ensure that all parents/carers know who to contact if they are worried about bullying:
 - Class Teacher
 - Senior Leadership Team
 - Designated Safeguarding Lead or Deputy
 - Head of School / Executive Headteacher
 - Chair of Governors
- Report back to parents/carers regarding their concerns about bullying as quickly as possible
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, promoting this by its inclusion on the policy area of the school website
- Ensure all parents/carers know where to access independent advice about face to face and cyber-bullying

[Independent Advice about Bullying - Independent Schools](#)

- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying

We expect parents/carers to:

- Inform the school of any suspected bullying, even if it does not involve their child
- Encourage their child to report bullying to a member of staff using the 4Ws: Who, What, Where and When
- Inform their child(ren) not to retaliate through violence in any situation
- If their child has been accused of bullying, work in partnership with the school and listen to evidence

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- | | |
|----------------------------|------------------------------|
| ▪ Safeguarding policy | ▪ Complaints policy |
| ▪ Confidentiality policy | ▪ Staying Safe Online policy |
| ▪ Code of Conduct & Ethics | ▪ Prevent Duty |

Continuous Professional Development

Staff will be offered on-going training with direct delivery through specific safeguarding and online safety training as well as active involvement in PSHE lessons, assemblies and participation in the National Anti-Bullying Week. This will interlink with statutory safeguarding updates and will support online safety and cyber bullying lessons being delivered to support the safer internet day and on-going support practice for staff and the pupils. This will form part of the school council meeting and on-going monitoring will be conducted by the anti-bullying coordinator and the anti-bullying peer mentors.

Bullying outside of school premises

The school will work collaboratively with local residents, community wardens, police support officers, school transport providers and local businesses to prevent and respond to bullying outside of school.

Monitoring and review, policy into practice

This policy will be monitored and reviewed on: 1st term of each calendar year, unless statutory guidance dictates otherwise.

The Head of School will report to the governing body on incidents of bullying and outcomes. Any issues identified through the monitoring of this policy will be incorporated into the school action plan. The Head of School will be named as the Anti-Bullying Co-ordinator who is responsible for how the school uses the guidance by the DfE, the Anti-Bullying Alliance (ABA) to inform its action planning to prevent and tackle bullying.

Responsibilities

It is the responsibility of:

- Head of School to take a lead role in monitoring and reviewing this policy & is responsible for co-ordinating and strengthening the schools' approach to anti-bullying
- The Senior Leadership Team, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly
- The Head of School to communicate the policy to the school community
- Students to abide by the policy
- Parents/carers to abide by the policy



Anti-bullying Flowchart





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