

Anti- bullying Policy

General statement

The Mount School will not accept bullying in any of its forms. This guide exists to help prevent and combat bullying, promote welfare and allow all members of the school community to live as one together. All parents, pupils and staff of The Mount should be aware that bullying thrives in a climate of secrecy. It is deliberate and sly.

Prevention of bullying comes first, followed by intervention to deal with any incidents that do occur.

What bullying is not.

A one off argument, fall-out or fight. A friend sometimes being nasty. An argument with a friend.

What is bullying?

Bullying is when a child deliberately uses his or her power over another to make them feel bad. Bullying goes on for a while or happens regularly. It is deliberate and sets out to hurt, humiliate or harm another.

Different forms of bullying

Physical – hitting, pushing, kicking etc. Taking belongings.

Verbal – name calling/comments regarding race, religion, disability, gender.

Indirect – spreading rumours, leaving a person out of groups.

Cyber – by text, email or social media.

Signs of bullying

Complaining of being unwell to avoid going to school (lots of tummy aches, headaches, non- specific illnesses). Changes in behaviour – bedwetting, moodiness, tantrums. Changes in personality – nervous, aggressive.

Why children bully

They want to be in with the 'gang'. They are jealous of someone. It makes them feel powerful. It gets them what they want. They are having problems in their own life making them feel bad. They are being bullied themselves.

For the pupil

Talk to someone you trust and get them to help you take the right steps to stop the bullying.

- Tell someone if ever you feel you have been subjected to hurtful treatment or words.
- Tell someone if ever you witness someone else being subjected to hurtful treatment or words.
- This is not 'sneaking'. It's not 'grassing'. It's being a responsible member of a caring community.

- If you do not tell someone who is in a position to help, the problem is unlikely to go away.
- If you do tell someone, you put the School in a position to do something to help.
- ... Also, the bully's cover is blown - they are exposed and have nowhere to hide. So you help stop recurrences of bullying - in your own regard and generally.

If you feel you are being bullied:

- try to stay calm and look as confident as you can
- be firm and clear — look them in the eye and tell them to stop
- get away from the situation as quickly as possible
- tell an adult what has happened straight away or, if you do not feel comfortable telling an adult, tell another pupil.

If you have been bullied:

- tell a teacher or another adult
- tell your family
- if you are scared to tell a teacher or an adult on your own, ask a friend to go with you
- keep on speaking until someone listens and does something to stop the bullying
- don't blame yourself for what has happened.

For the parents

Listen calmly to your child. Reassure your child they will be taken seriously. Make a note of what your child says has happened. Talk to your child's Form Teacher as soon as possible. Be patient and allow the school to investigate and deal with the issue. Bullying can be difficult to detect so staff may not be aware of any incidents. Model non-bullying behaviour yourself. Parents are not advised to encourage retaliation, confront other children or parents, take out frustrations on school staff or keep children away from school.

For the school

The Form Teacher will log the allegation and notify a member of the Senior Management Team of the allegation. The Form Teacher will investigate the situation thoroughly (keeping a record) which may include all or more of the following: talking to children involved, supporting the child being bullied, working with the bully to change their behaviour, speaking to the parents of either or both parties, encouraging a meaningful apology and reconciliation, determining an appropriate sanction, reporting back to parents.

If the bullying continues or resumes, parents should immediately inform the Form Teacher.

If parents are not satisfied that the issue has been dealt with they should contact a member of the Senior Management Team who will then take over the matter.

Finally, if the bullying has not been effectively dealt with, a formal written complaint can be made following the Parents Complaints and Concerns policy.

School addresses the issue of bullying in assemblies and PHSE activities and discussions.