



The Federation of Mowden Schools (Academy Trust)

Anti-bullying Policy

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Approving body	Pupil Progress and Curriculum policy

Approved by Chair of Committee:

Signature *C. Bostler* Dated *27.6.18*

Name.....*C. BOSTLER*.....

Approved by Chair of Governors:

Signature *[Signature]* Dated *27.6.18*

Name.....

Policy Statement

Bullying is a conscious attempt to hurt, threaten or frighten another person.

Physical, verbal or indirect abuse of others is unacceptable at the Federation of Mowden Schools. It is the responsibility of everyone associated with the schools to promote good relationships and prevent bullying.

We wish to raise the self-esteem of everyone at the Federation and create an atmosphere of mutual respect.

We will strive to ensure that all pupils are treated fairly and justly and that there is no bullying on the grounds of gender, race, religion, colour, language, culture, social circumstances, appearance, sexuality, ability or disability.

However, if bullying is taking place, then our guideline is:

LET SOMEONE KNOW
Remember – SILENCE IS THE ALLY OF THE BULLY

Roles and Responsibilities

The federation will:

1. Investigate any incident reported to a member of staff by speaking to any witnesses to discover the facts and establish the situation. It is not always clear what circumstances surround an incident until all parties are spoken to.
2. Encourage pupils to report incidents. All staff report any concerns about possible bullying to the Deputy Headteachers or Headteacher. For all serious incidents, statements will be taken from those involved and witnesses, parents contacted.
3. Following establishment of the facts about any bullying incident, use a range of measures and sanctions available (in conjunction with the school behaviour policy) and consult other agencies where necessary. The federation's response to each case will depend on the circumstances of each incident.
4. Make expected standards clear to all pupils and involve them in making decisions about rules and the appropriate way of behaving.
5. Ensure that the whole curriculum of the federation aims to create an atmosphere of mutual respect and understanding.
6. Provide pupils with an understanding of how to recognise bullying and cyber-bullying, through the curriculum.
7. Relevant information sessions will be held for parents to help them support their children, e.g. internet safety and cyber bullying.
8. Where bullying is identified, appropriate support will be provided to the pupil

Pupils of the federation are expected to:

1. Not stand by and watch, but fetch help.
2. Show that they and their friends disapprove of bullying.
3. Give sympathy and support to any pupil who may be bullied.
4. Be careful about teasing people or making personal remarks.

5. Tell their class teacher if they know of any bullying as the person being bullied may be too scared or lonely to tell.
6. Tell the truth.
7. Help to keep the federation a happy and safe place.
8. Use the following responses if they feel they are being bullied –
 - Try not to show they are upset
 - Address the tormentor by telling them that they are unhappy and that they don't like that kind of behaviour
 - Try to ignore the bully
 - Walk away quickly and confidently even if they don't feel that way inside
 - Try to be assertive – look and sound confident. Be firm, but not aggressive. Don't retaliate.
 - If they feel they are in danger, get away
 - **Report the incident to an adult straight away so the bullies do not think they can get away with their behaviour**

Parents are asked to:

1. Work in partnership with the schools to achieve good relationships between pupils
2. Contact their child's class teacher if they are concerned about their child being unsettled in school or if they suspect that they may be involved in bullying
3. Support the schools in investigating all sides of the incident/s
4. For all serious cases of bullying, take part in discussions about what strategies should be used, and support the action being taken by the schools

Equal Opportunities

The federation strives to ensure that the culture and ethos are such that whatever the heritage and origins of members of the school community, everyone is equally provided with the opportunity to experience, understand and celebrate diversity.

