

The Mortimer Federation of St. John's and St. Mary's

Anti-Bullying Policy			
Committee	Curriculum and Standards	Date of Issue	June 2025
Status		Review Date	June 2027
		Issue Number	3

THE MORTIMER FEDERATION OF ST. JOHN'S AND ST. MARY'S

ANTI-BULLYING POLICY

Introduction

The Mortimer Federation of St. John's and St. Mary's has adopted the Charter for Action, to create a school community where bullying is not tolerated (see appendix). The Mortimer Federation of St. John's and St. Mary's has an Anti-bullying Policy to meet Department for Education "Preventing and tackling bullying" guidance 2017 – also to comply with the Human Rights Act 1998 and Equality Act 2010.

This policy should be read in conjunction with the following policies:

- Child Protection and Safeguarding
- Behaviour and Mental Health

Principles

- Bullying behaviour is unacceptable in any form.
- All children have the right to an education free from fear, harassment or degradation.
- Bullying behaviour is a problem for both the bully and the victim alike.
- Best outcomes follow when the school can work in partnership with parents to address concerns about bullying behaviour and victimisation.

Definition

A repeated behaviour by one person or group **intended** or **perceived** to cause hurt, pain, suffering, humiliation or degradation to another person or group e.g. racism, sexism.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is the school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if

The Mortimer Federation of St. John's and St. Mary's

Anti-Bullying Policy			
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Status		Review Date	June 2027
		Issue Number	3

necessary, delete inappropriate images (or files) on electronic devices. E-Safety breaches safeguarding concerns and must be appropriately reported.

Scope

The Federation is legally responsible only for incidents of bullying which occur on school premises. If it is, however, concerned about a child/ren's conduct and welfare outside of school the Federation will address issues that come to light from other sources.

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Prevention

The Mortimer Federation of St. John's and St. Mary's will not tolerate bullying. All staff have a responsibility for dealing with this problem. Children will have their awareness of the issue raised at a number of levels and be informed of the school's expectations about the unacceptability of bullying and what to do if they experience or are aware of bullying of others. (See also Behaviour and Mental Health Policy, Internet Access and E-Safety Policy and Acceptable Use policies).

The Mortimer Federation of St. John's and St. Mary's educates its pupils both in e-safety and about the serious consequences of cyber-bullying. Through PSHE, Computing lessons and Collective Worship we will continue to inform and educate our pupils in this fast changing area. To support parents/carers information can be found on the school website and is included within the school newsletter on a regular basis.

There are clear systems in place to respond to reports of cyber-bullying or harassment (see also Internet Access and E-Safety Policy, Child Protection and Safeguarding Policy and Acceptable Use policies).

Parental Involvement

Our schools recognise the important part parents/carers play in supporting their children and promoting change. We welcome the active involvement of parents (of both victim and bully) in bringing this problem under control. Parents/carers will be kept informed of any concerns the school has about their children in relation to this issue.

It is vital that parents and the school work together to ensure that all pupils are aware of the serious consequences of getting involved in anything that might be seen to be cyber-bullying.

Implementation

All staff are responsible for the rigorous application of this policy and ensuring that the incidents falling within the school's definition are properly recorded.

Post Incident Responses for the Victim

For the victim – protection, sympathy/empathy/counselling and advice on how to avoid future incidents, mediation (where appropriate) and support. When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated.

The Mortimer Federation of St. John's and St. Mary's

Anti-Bullying Policy			
Committee	Curriculum and Standards	Date of Issue	June 2025
Status		Review Date	June 2027
		Issue Number	3

Post incident Responses for the Bully

- reinforcement that behaviour is unacceptable, proportionate use of fairly and consistently applied consequences, advice and instruction on how to behave better, reinforcement and support for improved behaviour

School will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- Immediate action to stop the incident and secure a child's safety
- Positive reinforcement that reporting the incident was the correct thing to do
- Informing/involving parents/carers
- Reassurance that the victim is not responsible for the behaviour of the bully
- Strategies to prevent further incidents
- Sympathy and empathy
- Counselling
- Befriending
- Assertiveness training
- Extra supervision/monitoring
- Creation of a support group
- Peer mediation/peer mentoring
- Adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability)
- Arrangements to review progress
- Communication amongst staff

For the Bully

School takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. School does not believe that the use of punishment is helpful in managing this problem but is of the view that the positive use of consequences can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change.

School will respond to incidents of bullying behaviour in a proportionate way – the more serious the cause for concern the more serious the response. When consequences are felt necessary they will be applied consistently and fairly. The following options will be considered:

- Immediate action to stop an incident of bullying in progress
- Engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable
- Proactive measures including loss of lunch/breaktime privileges, removal from class/group, adult supervision
- Withholding participation in sports or out of school activity (if not essential part of curriculum)
- Parents informed
- Counselling/instruction in alternative ways of behaving
- Adult mediation between the perpetrator and the victim (provided this is safe for the victim)
- Fixed periods of suspension
- Permanent exclusion (in extreme cases which may involve violence)
- Rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control

The Mortimer Federation of St. John's and St. Mary's

Anti-Bullying Policy			
Committee	Curriculum and Standards	Date of Issue	June 2025
Status		Review Date	June 2027
		Issue Number	3

Monitoring and Evaluation

Each incident of bullying falling within the school definition will be reported. Any incidents with a racist, sexist, disabilist, biphobic, transphobic or homophobic element will be identified and reported on 'CREST' and to the Governors.

Senior staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and pupils.

Chair of Curriculum and Standards Committee

Date

Share Your Light

John 10:10 "Life in all its fullness"

The Mortimer Federation of St. John's and St. Mary's

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BULLYING – A CHARTER FOR ACTION

THE MORTIMER FEDERATION OF ST. JOHN'S AND ST. MARY'S

We are working with staff, pupils and parents to create a school community where bullying is not tolerated.

Our School Community

- Discusses, monitors and reviews our Anti-Bullying policy and Internet Access and E-Safety policy on a regular basis
- Supports *staff* to identify and tackle all forms of bullying appropriately
- Ensures that *pupils* are aware that all bullying concerns will be dealt with sensitively and effectively
- Reports back to *parents/carers* regarding their concerns on bullying
- Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LA and *relevant statutory/voluntary organisations* when appropriate