



Anti-Bullying Policy

Mossbourne Riverside Academy has a legal duty under the Independent School Standards Regulations 2010 to draw up procedures to prevent bullying among children and to bring these procedures to the attention of staff, parents and children and to follow these principles.

Scope

This policy relates to the student environment.

1. Key Principles

- 1.1 The aim of the anti-bullying policy is to ensure that children learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will children be able to fully benefit from the opportunities available.
- 1.2 Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:
 - Physical (hitting, kicking, theft);
 - Cyber-bullying (bullying via text-messages or the internet);
 - Verbal (name calling, racist remarks, harassment) and
 - Indirect (spreading rumours, excluding someone from social groups)
- 1.3 Children who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting.
- 1.4 Children are expected and encouraged to report bullying.
- 1.5 The Academy's teaching and non-teaching staff must be alert to signs of bullying and act promptly and firmly against it in accordance with academy policy.
- 1.6 The Academy reiterates the expectation and fosters a culture of 'telling'. This extends to parents and/or carers who are encouraged to report changes in their child's behaviour or suspicions that their child is a victim of, or perpetrator of bullying.

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Complied by:	CN	Last review Date: September 2020

2. Procedures

2.1 The following steps are taken when dealing with incidents:

- If bullying is suspected or reported, the incident is dealt with immediately by the member of staff who has been approached;
- It is incumbent on the staff member to seek the support of a Senior member of staff if ever there is a report of bullying;
- A clear account of the incident is recorded and given to the Senior member of staff;
- The Senior member of staff will interview all concerned and will record the incident;
- Parents are informed and updated, as necessary;
- Punitive measures are used, as appropriate;
- Mediation can be used to support children being bullied and the bullies and
- Restorative justice may be used if all parties are willing participants.

2.2 Children who have been bullied are supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff with whom they are comfortable to speak;
- Being reassured;
- Being offered continuous support;
- Being assisted to have their self-esteem and confidence restored;
- The opportunity of referral to support services as appropriate i.e. A Space
- The offer of a 'Resolution' meeting by Academy staff

2.3 Actions taken could also include:

- Discovering why the child became involved
- Establishing wrong doing and need for change as appropriate
- Informing parents or guardians to help change the attitude of the child

2.4 When dealing with bullying, the following disciplinary steps can be taken:

- Official warnings to cease offending
- Detentions and Time Outs
- Exclusions from certain areas of Academy premises or lessons
- Fixed-period exclusions from the Academy in line with DFE exclusion guidance 2017
- Permanent exclusion in line with DFE exclusion guidance 2017

2.5 The policy is promoted and implemented throughout the Academy. For example:

- Assemblies on Anti-Bullying are delivered
- PSHCE lessons in all year groups delivering the anti-bullying message appropriate to the age/stage of the children

2.6 The Academy reviews this policy annually and assesses its implementation and effectiveness.

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