



Anti-Bullying Policy

Ratified by Governors
September 2016

Date for full implementation
January 2015

Date for review
January 2018 (or earlier if considered necessary)

Signature/s

.....
Chair of Governors – Mr P Dollimore

.....
Head Teacher – Mrs A Szymaniak

Anti- Bullying Policy

Rationale

Bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

Definition

- Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. Bullying is not a single incident but occurs on more than one occasion. It can also be in the form of cyber bullying where social media can be used in a malicious way.

Aims and objectives

- to produce a safe and secure environment where pupils can learn and teachers can teach without anxiety
- to produce a consistent school response to any bullying incidents that may occur
- to make all those connected with the school aware of our opposition to bullying
- to make clear each person's responsibilities with regard to the eradication of bullying in our school
- To ensure that children are educated in correct use of social media and how to report cyberbullying.

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 or culture
- Bullying related to LDD (learning difficulties or disability)
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Cyberbullying
-

The Role of Governors

- The governing body supports the head teacher in all attempts to eliminate bullying from our school
- It's policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately
- The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly
- The governors require the head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies
- The governing body responds within ten days to any request from a parent to investigate incidents of bullying
- In all cases, the governing body notifies the head teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body

The Role of the Head Teacher

- It is the responsibility of the head teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and support) are aware of the school policy and know how to deal with incidents of bullying
- The head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request
- The head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school
- The head teacher draws the attention of children to this fact at suitable moments.
- The head teacher keeps a record of any incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school
- The head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying
- The head teacher sets the school climate of mutual respect and support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour

The Role of the Teacher and Support Staff

- Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place
- They keep their own records of all incidents that happen in their class and that they are aware of in the school. A centralised record of incidents of bullying is kept in the Staff Room and staff need to ensure that they log any incidents that occur
- If teachers witness an act of bullying they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the head teacher, the teacher informs the child's parents
- If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately using strategies outlined on the Behaviour Thermometer. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying
- Teachers spend time talking to the child who has bullied. We explain why the action of the child was wrong and discuss how the child that has been bullied feels. We endeavour to help the child change their behaviour in future
- If a child is repeatedly involved in bullying other children, the teacher informs the head teacher and the special needs co-ordinator
- The child's parents are invited into the school to discuss the situation
- In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies such as the social services
- Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying

The Role of Parents

- Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive, caring, kind member of the school
- Parents have a responsibility to monitor internet usage at home and should carry out regular checks on their child's activity on social media.

Teaching and Learning

Our anti-bullying policy is based on the school's core values which include self-esteem, self-discipline, mutual respect, care and consideration for others, fairness, honesty, hard work and respect for property. It is taught through the PSHE programme. Our class rules highlight positive behaviour and the fundamental values and rights of our school community. They are:

- | | |
|--------------------------|---|
| • Do be gentle | Don't hurt others |
| • Do be kind & helpful | Don't hurt people's feelings |
| • Do listen | Don't interrupt |
| • Do work hard | Don't waste your or other people's time |
| • Do look after property | Don't waste or damage it |
| • Do be honest | Don't cover up the truth |

Equal opportunities

We believe that all our children, irrespective of ethnicity, religion, gender or ability, have the right to play and work in a bully-free environment. We encourage them to seek help and to tell adults and friends if they are experiencing bullying. All children have the right to be safe. They also have the responsibility to show kindness and consideration for others at all times.

Monitoring and review

This policy is monitored on a day-to-day basis by the head teacher, who reports to governors about the effectiveness of the policy on request.