

Anti-bullying Policy

1 Introduction

- 1.1 Bullying is action taken by one or more children with the **deliberate and consistent** intention of hurting another child, either physically or emotionally. We talk to the children about the difference between incidents and Bullying. The children and parents are encouraged to report any concerns. Parents are encouraged to continue to make the school aware if incidents continue. If we do not know, we cannot help. If we do not hear from parents or children, we will assume all has been dealt with.

2 Aims and objectives

- 2.1 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.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

3 The role of governors

- 3.1 The governing body supports the headteacher in all attempts to eliminate bullying from our school. This 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.
- 3.2 The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher 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.
- 3.3 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 headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

4 The role of the headteacher

- 4.1 It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) 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.
- 4.2 The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

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- 4.3** The Head Teacher ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.
- 4.4** The Head Teacher sets the school climate of mutual 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.
- 4.5** All bullying reports, including cyberbullying, are sent half termly to the authority. Nil return is sent via email. Reports logged on SIMS, spread sheet

5 The role of the teacher

- 5.1** 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.
- 5.2** 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, then, after consultation with the headteacher, the teacher informs the child's parents. Names of children who are actively bullying pupils will be recorded on a log sheet in the policy folder located in the Inclusion Officer's room, this is submitted to the authority on a termly basis
- 5.3** If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the head teacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as the social services.
- 5.4** Teachers may attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- 5.5** 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.
- 5.6** The Learning Mentor may be given a referral to provide specific support for children affected by bullying issues. The SEAL program with the schools values are used throughout the school and coordinated by the PSHCE coordinator. There is a school focus on anti-bullying in the years work.
- 5.7** Cyberbullying is a modern day issue. It is regarded equally as seriously as physical and verbal bullying. Cyberbullying, unlike conventional bullying, can be conducted anonymously, can involve very large groups of people and because it is unconstrained by time or location, it can happen 24 hours a day, seven days a week. With cyberbullying there is always a trail and keeping records is important in helping to investigate the incident. All pupils should be helped to understand what exactly constitutes bullying in its different forms, as well as its impact, through assemblies and workshops. We run an annual E-safety week covering these issues. Pupils are given tips on how to respond and they are informed of who they can turn to for help. Incidents of cyberbullying will be dealt with by the Inclusion Officer as outlined in the E-safety section in our AUP policy.

6 The role of parents

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- 6.1 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.
- 6.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

7 Monitoring and review

- 7.1 This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.
- 7.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, and by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.