



Anti-Bullying Policy

1 Introduction

- 1.1 Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

2 Aims and objectives

- 2.1 We do all we can to prevent bullying, by developing a school ethos in which it 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 and has been drawn up in conjunction with our school behaviour policy.
- 2.4 We aim to make all those connected with the school aware of our opposition to bullying, and 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 head teacher in all attempts to eliminate bullying from our school, and all incidents that do occur are taken seriously and are dealt with appropriately.
- 3.2 The governing body monitors the incidents of bullying, and reviews the effectiveness of the policy regularly. The governors require the head teacher to keep accurate records of all incidents 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 head teacher and asks him to conduct an investigation into the case and to report back to a representative of the governing body.

4 The role of the head teacher

- 4.1** It is the responsibility of the head teacher 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.
- 4.2** The head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- 4.3** 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. If an incident occurs, assembly may be used as a forum, in which to discuss why bullying is wrong, and why pupils are punished for such behaviour.
- 4.4** The head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 4.5** The head teacher sets the school climate of mutual support and praise for success, so making bullying less likely.
- 4.6** All incidents of bullying are reported to the head teacher or the deputy.
- 4.7** If a bullying incident does occur, the headteacher, or the deputy, will interview both the victim and the alleged bully.

5 The role of the teachers and the support staff

- 5.1** Staff in our school take all forms of bullying seriously, and intervene at the first signs to prevent such incidents from taking place.
- 5.2** Teachers aim to prevent incidents of bullying by establishing a climate of trust and respect for all within their classrooms.
- 5.3** Staff spend time in reconciling differences and endeavour to differentiate between incidents of children falling out and bullying.
- 5.4** If a child is hurt by another child, the incident and the action taken is always reported to both sets of parents.
- 5.5** If staff become aware of bullying between members of a class, the situation is dealt with immediately. Support is given to the victim and appropriate punishment, is given to the child who has carried out the bullying. Time is spent talking to the child who has bullied, explaining why it is wrong, and they try to help the child change their future behaviour.
- 5.6** The incident is reported to the head teacher or deputy. All incidents of bullying are recorded a file is kept with all details of incidents.

- 5.7 Children are encouraged to report all incidents in which they have been hurt or had their feelings hurt. Efforts are made to ensure that there is no rebound on the child who has reported such an incident.
- 5.8 If a child is involved in bullying the parents will be informed and invited into school to discuss the situation. If these initial discussions prove ineffective, the head teacher may contact external support agencies such as social services.
- 5.9 After a bullying incident, staff maintain close supervision of all pupils who were involved.
- 5.10 Staff attend appropriate training to help them deal with behavioural issues.
- 5.11 Staff who are worried about a particular child or group of children inform the head teacher or deputy and the concern is recorded in the incident log.
- 5.12 The school's leadership team and learning mentor operate a password system for those children who are worried about a particular situation and/or person. Time and effort, often involving senior staff, is expended in an effort to alleviate any effects of bullying, however minor. Parents are to be kept fully informed in these situations.

6 The role of parents

- 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.
- 6.3 All parents and pupils are asked to sign a school contract.

7 The role of the pupils

- 7.1 All children are encouraged to show concern, care and respect for others.
- 7.2 There is a member of the school council in every KS1 and KS2 class. Children, who feel worried or threatened in any way, can approach their councillor, who will bring the issue to the notice of a member of staff.

8. Confidentiality

Pupils will be made aware that some information may be shared confidentially with appropriate professionals (eg social worker) and made to understand that if certain disclosures are made, action will ensue.

9 E-Bullying

The school takes bullying very seriously and has robust procedures for identifying and dealing with it. E-bullying is the use of any communication medium to offend, threaten, exclude or deride another person or their friends, family, gender, race, culture, ability, disability, age or religion. *Pupils are taught about bullying as part of the PSHE curriculum and by external companies, for example, MGL, theatre companies.*

We expect all members of our community to communicate with each other with respect and courtesy. Bullying of any type will not be tolerated by the school and will be dealt with under the procedures within the Whole School Policy on Behaviour, including bullying.

10 Monitoring and review

10.1 This policy is monitored on a day-to-day basis by the headteacher and deputy, who report to governors about the effectiveness of the policy on request.

This anti bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by discussion with the head teacher.

Reviewed by Governors in October 2017.