

Anti-bullying Policy

1 Introduction

- 1.1 Bullying is action taken by one or more person with the deliberate intention of hurting another person, either physically or emotionally and where the relationship involves an imbalance of power. Bullying is not an isolated incident but continual or repetitive.
- 1.2 Bullying can be done face-to-face, through third parties, or through sending messages or images by email, text, or over the internet.
- 1.3 It can include: name-calling, taunting, threats, mocking, making offensive comments, kicking, hitting, pushing, taking and damaging belongings, gossiping, excluding people from groups, spreading rumours.
- 1.4 Children can be both bully and bullied at the same time.
- 1.5 Children are vulnerable to bullying because bullies can pick on anything and anyone can be bullied for any reason or difference.

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. This is emphasised in our home-school agreement.

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 headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

4.2 The headteacher and teachers ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher and teachers draw the attention of children to this fact at suitable moments, through assembly, the PSHE curriculum and when setting class rules. For example, if an incident occurs, they 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. Children also discuss bullying at School Council meetings and in class Circle Time.

4.3 The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying (Safeguarding level A).

4.4 The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. This positive climate is reinforced through the school's Statement of Aims. 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.

5 The role of the teacher

5.1 Teachers will deal with bullying immediately and they will do all they can to support the child who is being bullied and counsel the child who is bullying.

5.2 The incident is recorded in the class incident book and then reported to the headteacher.

- 5.4** The headteacher will then investigate the incident and will involve the parents of both children as appropriate. The headteacher will agree with the parent about what to do and will keep the parents fully informed.
- 5.5** We keep an incident book in the Headteachers office where all incidents of bullying that occur both within school time and those reported before and after school, are recorded. When a record of bullying is made in the class book, it should be passed to the headteacher.
- 5.6** Teachers keep their own records of all incidents that happen in their class and that they are aware of in the school.
- 5.7** Teachers and the headteacher will counsel and support both parties and punish the child who has carried out the bullying. We spend time talking with the children involved: we explain why the action of the bully was wrong, and we endeavour to help the child change their behaviour in future.
- 5.8** We make use of a hierarchy of punishments:
Change of seating position within the classroom
Loss of morning playtime
Loss of some lunchtime playtime
Loss of all lunchtime playtime
Individually supervised worktime whilst isolated from the class
(dependent upon availability of staff)
If a child is involved in repeated bullying, further steps will be taken and parents will again be involved:
The headteacher may contact external support agencies (the behaviour advisory teacher within the LEA's school support team or social services)
The headteacher may temporarily exclude a child for a fixed term and governors are informed.
This may be repeated.
The headteacher may permanently exclude a child.
- 5.9** Teachers attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

6 The role of all staff

- 6.1** All staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. We attempt to support all children in the school and through our actions, 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.
- 6.2** We recognise that the behaviour of all staff in the school will be seen by children as model behaviour.

6.3 Therefore staff behaviour demonstrates tolerance, understanding and care towards all children and high quality professional relationships with all adults.

6.4 We show equal regard for all and our interactions are free from intimidation.

7 The role of midday supervisory assistants (MSAs)

7.1 The MSA has a special responsibility to be alert to signs of bullying during the longer lunchtime playtime.

7.2 All incidents involving intimidation, violence and social exclusion that are reported by a child to an MSA must be investigated by the MSA.

7.3 The MSA should adopt an active role whilst supervising and endeavour to observe all children and be a presence in all of the areas where children are playing.

7.4 If the MSA has evidence that bullying is going on then the teacher and headteacher must be informed and he/she must complete a record in the Office record Book.

7.5 At this point the child should be excluded from the playground and taken to the Headteacher.

8 The role of parents

7.1 If a parent is concerned that their child is being bullied, then they should talk to their child, listen, reassure, stay calm and agree on what to do. They should keep a record and boost the child's confidence. The parent should talk to the child's teacher (first), then the headteacher.

7.2 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.

8 Monitoring and review

8.1 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.

8.2 Any serious cases of bullying are immediately reported, by the headteacher, to the Chair of Governors.

- 8.3** 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 regular discussion with the headteacher at the Pupils and Curriculum Committee. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

This Policy links to the school's behaviour policy and Safeguarding Policy

Signed:

Date: September 2011