



Anti-Bullying Policy

Status and review cycle: Legally Required

Annual review required

Reviewed:

September 2021

Next review date:

September 2022

Overview

This document should be read in conjunction with our 'Behaviour Statement of Procedures'.

The aim of this anti-bullying policy is to ensure that pupils can learn and play 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 pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, often repeated over a period of time, where it is difficult for those being bullied to defend themselves. Some groups of people, such as those from specific racial groups or homosexual or transgender individuals, may be particularly vulnerable to bullying.

Bullying is classified as 'unacceptable behaviour' in our 'Behaviour Statement of Procedures'.

The four main types of bullying are:

physical (eg hitting, kicking, theft)

verbal (eg name calling, racist or homophobic remarks)

Indirect (eg spreading rumours, exclusion from social groups, unkind looks)

Cyber (e.g. sending hateful messages/images or spreading rumours online)

Pupils 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 from school.

Pupils must be encouraged by staff and parents to report bullying to an effective authority (ie one that will address the problem to their satisfaction).

Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation of this Policy in School

The following steps may be taken when dealing with incidents:

STEP 1	STEP 2	STEP 3
a. Determine if it is a friendship issue.	a. Determine if it is a one-off incident.	a. Class teacher agrees with the potential victim the name of a school adult they fell comfortable with.
b. Hold a circle time session with all the pupils involved.	b. Agree consequences and monitor the situation	b. Named adult undertakes a 1-2 week monitoring period to ascertain the nature of the issue. Only the victim, parent and staff are notified.
c. Agree causes of the issues and resolution behaviours.	If this happens again refer to Step 3.	c. If a clear pattern emerges agree a plan of action with identified victim to potentially include: <ol style="list-style-type: none"> 1. mediation 2. consequences 3. external guidance and support The monitoring will continue with a monthly review. It will be logged on CPOMs under bullying.
If this happens again refer to Step 2.		

Any claims of bullying are to be taken seriously and approached using the above flow chart. It is the responsibility of the class teacher to initiate actions in steps 1 and 2. Any actions taken in steps 2 and 3 should be recorded on CPOMs as a behaviour log initially and the principal alerted.

If a clear pattern emerges and it is deemed that bullying has taken place any actions should be logged on CPOMs under the bullying tag.

Support for Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice. This may be one of our three ELSAs (Emotional Literacy Support Assistants).
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied others will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrongdoing and need to change
- informing parents/carers to help change the attitude of the pupil

Sanctions taken against Bullies

Disciplinary steps can be taken in line with our Behaviour Statement of Procedures and may include the following measures:

- Record of bullying is recorded on CPOMs.
- Warnings from staff to cease offending (eg using the class Behaviour Boards)
- Removal of breaktimes
- Exclusion from certain areas of school premises
- Fixed-term exclusion
- Permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE lessons and the parallel assemblies in an attempt to eradicate and reduce such behaviour.

All classes have Behaviour Boards which are in use every day to provide reminders of acceptable and unacceptable behaviour.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. A parallel policy statement has been translated into language more appropriate for children in consultation with the School Council (See 'Anti-Bullying Policy for Children').