



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. It can involve racist, sexual, homophobic or verbal abuse. As well as direct bullying through everyday contact with a victim, bullying can take place by mobile phone threats, misuse of associated technology(camera and video) and through cyber bullying.
- 1.2 This policy should be read alongside other policies such as child protection, behaviour and health and safety.
- 1.3 The school is opposed to all forms of prejudice which stand in the way of a safe environment for all children. The school will ensure that any prejudice or prejudice – related bullying is not tolerated and is eradicated quickly. This includes:
- prejudices around disability and special educational needs
 - prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example antisemitism and Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum
 - prejudices reflecting sexism and homophobia.
 - prejudices around appearance, home background and personal ability
- 1.4 In this school we recognise that each individual has the right to equality of opportunity regardless of gender, race, cultural background, religion, age, disability, intellectual ability or financial circumstances.

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.

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3.2 The governing body 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 working days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks 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 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.

4.3 The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

4.4 The headteacher 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.

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. If they discover that an act of bullying or intimidation has taken place, they act immediately to stop any further occurrences of such behaviour. The teacher must complete a bullying incident report form on the on-line reporting system and immediately inform the headteacher.

5.2 If teachers witness or are made aware of an act of bullying, they do all they can to support the child who is being bullied. This may involve counselling and support for the victim of the bullying. After consultation with the headteacher, the teacher informs the child's parents. The teacher will always consult with the child over a period of time to ensure that the bullying is not reoccurring.

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 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. We then invite the child's parents into the school to discuss the situation. If a child is repeatedly involved in bullying other children, the head teacher will take the

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appropriate action to ensure that the bullying stops immediately. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may use more severe punishments such as being removed from a class trip or a fixed – term suspension.

- 5.5 Teachers attend training where appropriate, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- 5.6 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.
- 5.7 Teachers use circle time and PHSE lessons to address appropriate behaviour including anti-bullying. Each year, our school takes part in anti-bullying week. Teachers are given support through the SEAL unit of work to aid effective delivery of anti-bullying learning throughout the school.
- 5.8 The school council are encouraged to discuss ways to prevent cases of bullying. Children are encouraged to report any incidents to another responsible person.

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.

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 discussion with the headteacher and viewing records of incidents on request. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Signed:

Date: