



## Anti- Bullying Policy

### What is Bullying?

At Delph Side we see bullying as:

- When a child is repeatedly singled out to be 'picked on' either physically or verbally,
- Where the actions are deliberate and sustained
- When the focus is on one child
- When the intention is to hurt, isolate or humiliate an individual
- When the actions are designed to be kept secret
- When the actions are unprovoked
  
- When there is an imbalance of power, where a particular child is controlling others' decisions or influencing others' actions.

We do not consider bullying to be:

- An isolated incident
- A falling out
- A 'one off' disagreement

We see bullying as a shared problem. We actively encourage all members of our school community to recognise bullying, acknowledge its unacceptability and report it.

Homophobic, Biphobic and Transphobic bullying is when people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality. People may be a target of this type of bullying because of their appearance, behaviour, physical traits or because they have friends or family who are lesbian, gay, bisexual, transgender, or questioning or possibly just because they are seen as being different.

Like all forms of bullying, homophobic bullying can be through name calling, spreading rumours, cyber bullying, physical or sexual and emotional abuse.

### Aims

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. We aim, as a school, to produce a safe and secure environment where

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all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur.

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.

## Stopping bullying happening

It is the responsibility of all adults within the school to act as good role models and to boost our children's self-esteem.

We are committed to:

- Focusing on what is going well
- Giving plenty of praise
- Making clear that it is the behaviour which is unacceptable – not the child
- Drawing attention to good behaviour with positive reinforcement
- Giving clear and regular reminders of what is expected
- Modelling examples of good behaviour and manners ourselves
- Setting an example ourselves, in dress, manner, courtesy and care.

Similarly, we expect all adults to treat one another with respect so that appropriate models of behaviour are recognised by the children. If an adult feels bullied by another: Parent, Staff or Governor, this should be immediately reported to the Head Teacher.

Strategies for preventing bullying include:

1. All staff will make pupils aware of the problems that can be caused by bullying. This is to be achieved through:

- whole class discussion,
- group discussions and,
- talking to individuals.

2. The theme of bullying is integrated into circle time through the PHSE Curriculum using the 'Jigsaw' scheme of work.

3. A regular themed week takes place each year to highlight the effects of bullying – Whole school 'Friendship' week, which focused on the importance of positive relationships, conduct, manners and reflection on our interactions with others.

4. Class rules are established at the beginning of the school year which promote positive behaviour and agree class expectations. These rules are regularly referred to throughout the year.



5. Cyber-bullying is discouraged through our Internet policy and during Friendship Week, and strategies for preventing online bullying are modelled during Safer Internet Day, in addition to our Online Safety teaching as part of our Computing policy. Children are not allowed to be in possession of mobile phones during the school day.

## Keeping Children Safe

All actions and interventions taken by staff against bullies are to enable all pupils to enjoy a happy and secure environment in our school. Parents, pupils and staff should be left in no doubt that bullying, in all its forms, will not be tolerated and will always be investigated by the Behaviour Team and a member of SLT.

All Staff watch out for early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance. Staff understand that whilst these behaviours may be symptomatic of other problems, they may be early signs of bullying.

If bullying does occur:

- Pupils are encouraged to find the help of an adult they trust and to stay where there are plenty of other pupils about and where an adult can see them.
- Staff will deal with incidents of bullying by reporting all instances to the Behaviour Team, or directly to a member of SLT, who will investigate (Bullying Incident forms can be found in the staffroom).
- Pupils who are bullying will be made aware that their actions are making other pupils unhappy in coming to school and that this goes against our school's ethos and the school rules. Parents will also be informed.
- Pupils who have bullied will be informed that their actions are unacceptable and should find ways to make amends through negotiation and discussion with staff. The Behaviour Team will meet with the parents of the instigator to discuss the incident and the steps to resolve the incident with all parties.

If bullying persists:

- The bully, or groups of bullies, will be withdrawn from the playground or classroom for a period of time and their parents will be informed of the action that has been taken. The behaviour of the individual or group will be monitored for a period of time agreed between school and parents.
- Ultimately, an exclusion from school may be given if the bullying behaviour does not stop – in line with the school's exclusions policy



## **The Role of Governors**

The Governing Body supports the Head Teacher 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.

The Governing Body will monitor any incidents of bullying that occur, and will review the effectiveness of the school policy regularly. The Governors require the Head Teacher 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.

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 her to conduct an investigation into the case and to report back to a representative of the Governing Body.

## **The Role of the Head Teacher**

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. The Head Teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

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.

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

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.

## **The Role of the Teacher**

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.

Classroom staff at Delph Side take all forms of bullying seriously, and intervene to prevent incidents from taking place.

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If adults 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 Head Teacher, the Class Teacher or Behaviour Team will inform the child's parents.

If adults become aware of any bullying taking place between members of a class, they deal with the issue immediately, and refer to the Head Teacher. This may involve support for the victim, and sanctions for the child who has been carrying out the bullying. Interviews with all parties will be recorded by the member of staff and used to resolve the incident with appropriate consequences, if necessary.

We spend time talking to the child who has bullied: we explain why the action of the child was wrong, we endeavour to help the child change their behaviour in future and we support the child in making things right with their victim in a restorative approach.

If a child is involved in bullying other children, the child's parents are invited into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher may need to contact external support agencies.

## **The Role of Parents**

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 as soon as appropriately possible in the school day. For matters which are more extreme in nature, parents should contact a member of our Behaviour Team via the school office, or contact a member of SLT.

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.

## **Monitoring and Reviewing**

This policy is monitored regularly by the Head Teacher, who reports to Governors about the effectiveness of the policy on request.

This policy will be reviewed: Spring 2019

Adopted by Governors: Spring 2018