



Anti-Bullying Policy

Introduction

This policy has been written in compliance with Section 89 of the Education & Inspection Act 2006. Please also see our Behaviour Policy.

Definition of Bullying

We consider bullying to be the deliberate, wilful and conscious desire to hurt, threaten or frighten someone. It is the systematic and continuous use of power verbally, physically and psychologically. Bullying involves an imbalance of power, leaving the victim feeling defenceless.

Types of bullying

Bullying can take many forms and, as a school, we will not tolerate bullying of any kind. The main types of bullying can be identified as:

- *Physical - kicking, hitting, pushing, taking belongings*
- *Verbal - name calling, taunting, making offensive comments*
- *Indirect - excluding people from groups and spreading hurtful and untruthful rumours*
- *Cyberbullying - the use of text messaging, emailing, videoing and internet usage deliberately to upset someone else*
- *Homophobic bullying- name calling, taunting, making offensive comments*
- *Transgender bullying- name calling, taunting, making offensive comments*
- *Racist bullying- name calling, taunting, making offensive comments*
- *Disability-based bullying- name calling, taunting, making offensive comments*
- *Appearance-based bullying- name calling, taunting, making offensive comments*

Bullying of any type is completely unacceptable in our school under any circumstances. Our children are frequently reminded of this and are instructed to inform a member of staff if they experience bullying in any form. Children should not feel frightened or worried about informing an adult if they have any worries relating to bullying.

As bullying is part of the Life Skills curriculum, it is dealt with through role play/discussion in every class to raise awareness of the problems and distress it can cause. It is also dealt with in circle time activities. In addition, the school takes part in the annual national Anti-Bullying Week (held in November) through the positive spin of a 'Friendship Week'.

Dealing with incidents of bullying

The following is a list of actions, available to staff, depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach:

- Discuss with the victim – showing patience and understanding.
- Identify the bully/bullies – obtain witnesses if possible.
- Advise a member of the Senior Management Team.
- Speak to the bully, giving the details of what has been investigated and ask him/her to tell the truth about the situation/incident, making it clear that bullying is not acceptable and will not be tolerated in our school.
- Investigate further and obtain witness statements, if the bully does not own up.
- Hold separate discussions with parent/carer of bully and victim.

- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with victim and the bully to ensure no repetition.

The role of the Headteacher

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) is 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.

The Headteacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in our 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.

The Headteacher ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.

The role of Governors in eliminating bullying

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. Any incidents of bullying that do occur are taken seriously and dealt with appropriately.

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 the effectiveness of school anti-bullying strategies.

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.

Evaluation & Review

This anti-bullying policy is a working document for all members of the school community to support and maintain the high standards expected. The policy will be reviewed through and by consultation with staff, the Headteacher and governors. The policy will be monitored by all staff under the direction of the Headteacher.

Any amendments to the policy arising from the review procedure will go to consultation with staff and governors for approval and ratification.

This policy complies with section 89 of the Education and Inspections Act (2006) and the statutory guidance Behaviour and Discipline in Schools (advice for Headteachers and school staff – 2016)

[https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/488034/Behaviour_and_Discipline_in_Schools_-](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/488034/Behaviour_and_Discipline_in_Schools_-_)

[A guide for headteachers and School Staff.pdf](#)

<https://www.gov.uk/government/publications/behaviour-and-discipline-in-schools-guidance-for-governing-bodies>

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

Please also see our Behaviour Policy .

Mrs D Greenwood
Headteacher
Reviewed April 2017