



## **Anti-bullying Policy**

To be read in conjunction with all other policies plus:-  
Equality and Diversity Policy

March 2017

### **Introduction**

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

#### **Bullying can be:**

**Emotional** being unfriendly, excluding, tormenting (eg hiding books, threatening gestures)

**Physical** pushing kicking hitting punching or any use of violence

**Verbal** name calling sarcasm spreading rumours teasing

**Racist** racial taunts graffiti gestures

**Sexual** unwanted physical contact or sexually abusive comments

**Homophobic** because of or focussing on the issue of sexuality

**Cyber** All areas of the internet, such as email and internet chat room misuse

**Mobile phones** threats by text messaging and calls

**Misuse of associated technology** eg camera and video facilities on phones or other mobile devices.

### **Aims and objectives**

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 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.

### **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 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.

**Senior staff and governors will always check for any changes in legislation or local requirements before applying this policy.**



The governing body responds within ten days to any request made to the governing body 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.

### **The role of the Headteacher**

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 Headteacher regularly reports to the governing body about the effectiveness of the anti-bullying policy via the Head teacher's report.

The Head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. In particular children are encouraged to report incidents without feeling they are telling tales. The role of the bystander – someone who can intervene appropriately or get help is also emphasised. The Head teacher 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 children who behave like this will be sanctioned. The Head teacher ensures that all staff receives 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 in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class that they are aware of in the school, and report all incidents to the Head teacher who works with staff to ensure that the correct strategies are put in place to eradicate it.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a teacher becomes aware that a child has been bullied over a period of time, they inform the Head teacher who informs the child's parents/carers.

We record all incidents of bullying that occur outside lesson time, either in school, near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should record the event and inform the school immediately.

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 counselling and support for the victim of the bullying, and sanctions 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. If a child is repeatedly involved in bullying other children, we inform the Headteacher and the special needs co-ordinator. We then invite the child's parents/carers into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head teacher may contact external support agencies such as the social services.

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Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

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.

### **The role of parents/carers**

Parents/carers, 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, who will follow the procedure outlined above.

Parents/carers 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.

### **Equality of opportunity**

Equality of opportunity is about providing equality and excellence for all in order to promote the highest possible standards of achievement. It applies to all members of the school community:- pupils, staff, governors, parents/carers and community members, and to all aspects of school life, including admissions. Disabled members of the school community are also legally entitled to expect reasonable adjustments to be made to help facilitate their participation.

### **Monitoring and review**

This policy is monitored on a day-to-day basis by the Head teacher, who reports to governors about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this through discussion with the Headteacher and through monitoring the Head teacher's report presented at Full Governors meetings.

**Signed: Michelle Clark (Full Governors Meeting)**

**Chair of Governors**

**Date: 22<sup>nd</sup> May 2017**

**This policy will be reviewed as part of an annual cycle**

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