

Anti-bullying Policy

Aims and objectives

- We aim, as a school, to produce a safe and secure learning environment.
- This policy aims to produce a consistent school response to any bullying incidents that may occur which may prevent our school from being a safe and secure environment.
- Bullying is repetitive actions taken by one or more person with the deliberate intention of hurting another, either physically or emotionally.
- Bullying is unacceptable and has the potential to damage individuals. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as intolerable.
- We aim to make all those within the school community aware of our intolerance of bullying, and we make clear each person's responsibilities with regard to dealing with bullying in our school.

Definition of bullying

It is premeditated and forms a pattern of behaviour repeated over time rather than an isolated incident

It involves dominance of one pupil by another, or group of others

The main types of bullying are:

- **Physical** - pushing, hitting, kicking, pinching, any form of violence, threats
- **Verbal** - name-calling, sarcasm, spreading rumours, persistent teasing
- **Emotional** - tormenting, threatening, ridicule, humiliation, exclusion from groups or activities

Nationally, it is evident that bullying may occur for a variety of reasons. Specific types include:

- Bullying related to race, religion or culture
- Bullying through the misuse of technology e.g. Internet, email, chatrooms, mobile technology such as text messages and calls as well as misuse of associated technology such as camera and video facilities on mobile phones.
- Bullying related to SEN or disabilities
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation-i.e. homophobic
- Bullying of young carers, looked after children, or otherwise related to home circumstances
- Sexist or sexual bullying

There is no "hierarchy" of bullying - all forms of bullying should be taken equally seriously and dealt with appropriately.

Bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face to face, indirectly or using a range of cyber-bullying methods.

The role of teaching staff

- Teaching staff in our school take all forms of bullying seriously, and will intervene to prevent incidents from taking place.
- One off incidences which occur in our school that may, in the long term, potentially become bullying will be logged with the Headteacher. (see Behaviour Policy)

- If teaching staff witness acts of bullying, they will do all they can to support the people involved. Where this involves a child and after consultation with the Headteacher, the teacher will inform the parents of the children involved.
- If the teaching staff become aware of any bullying taking place between members of a class the matter will be dealt with immediately. This may involve counselling, support and sanctions for the children involved. This will involve spending time talking to the child(ren) who has carried out the bullying, explaining why the action was wrong, and endeavouring to help the child(ren) change their behaviour in future.
- If a child is repeatedly involved in bullying other children, parents will be invited into school to discuss the situation with the Headteacher and SENDCo. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies as indicated in the Behaviour Policy. Support can be made available if requested by parents.
- Teaching staff will support all children in their class and 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.

Cyber Bullying

Members of staff are also aware that bullying can be carried out through cyberspace. Children should be encouraged to tell someone if they are being bullied in this way. School takes written comments on social networking sites seriously.

Guidance on e-safety is a prominent part of the PHSE curriculum and ICT curriculum when the children are taught about areas such as Internet e- safety and the need to use technology in a positive manner.

The role of parents

- Parents are expected to behave respectfully to all members of the school community.
- Parents who are concerned that their child may be experiencing any form of bullying, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or Headteacher immediately.
- We expect parents to support the school's anti-bullying policy and to actively encourage their child to show respect for others.

The role of the Headteacher

- It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that 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 annually.
- The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.
- The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- The Headteacher is to ensure all parents are aware of the school policy.

The role of governors

- The Governing Body supports the Headteacher in all attempts to prevent any form of bullying in our school.
- The Governing Body will monitor all incidents of bullying that may occur, and will review the effectiveness of the school policy annually. 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.
- The Governing Body will respond within ten days to any request from a parent to investigate an incident of bullying. In all cases, the Governing Body is to notify the Headteacher and asks him/her to conduct an investigation into the case and to report back to representatives (elected by the Governing Body) of the Governing Body.

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to Governors about the effectiveness of the policy annually.

- This Anti-bullying Policy is the Governors' responsibility and they review its effectiveness annually.

Author	Last reviewed
HT & School Governors	5 th June 2008
Parents' Focus Group meeting	18 th June 2008
Governors	Thursday 15 th October 2009
Reviewed	Revision date
Inclusion Committee	June 2011, June 2012, July 2013, July 2014, July 2015
Committee One - Policies and Resources	September 2016
Signed	

Policies linked to this policy:

- Behaviour Policy
- Safeguarding Policy
- Complaints Policy
- Persistent Complaints /harassment for use by staff in school (LA)