

## **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.

### **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 people within school the matter will be dealt with immediately. This may involve counselling, support and sanctions for all 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 and providing support for the child(ren) who was being bullied.
- 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.

### **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.

<b>Author</b>	<b>Last reviewed</b>
HT & School Governors	5 <sup>th</sup> June 2008
Parents' Focus Group meeting	18 <sup>th</sup> June 2008
Governors	Thursday 15 <sup>th</sup> October 2009
<b>Reviewed</b>	<b>Revision date</b>
Inclusion Committee	June 2011, June 2012, July 2013, July 2014, July 2015
Committee One - Policies and Resources	September 2016, September 2017
<b>Signed</b>	

Policies linked to this policy:

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