



# Anti-Bullying Policy

September 2019

Review date: September 2020

## **Anti-Bullying Policy**

### **Introduction**

Bullying is usually defined as repeated behaviour, which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

Bullying can take many forms including:

- physical assault
- teasing
- making threats
- name calling
- cyber bullying

### **Aims and objectives**

- ❖ 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 incident 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 Headteacher and Inclusion Team in all attempts to eliminate bullying from our school. 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 and Inclusion Team 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 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 Headteacher 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 and Inclusion Team 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 this school.
- ❖ The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying
- ❖ The Headteacher 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 staff**

- ❖ Staff 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 and that they are aware of in the school
- ❖ If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.
- ❖ 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, are logged by the Inclusion Team. If any adult is aware of an act of bullying, they should report it to the Inclusion Team.
- ❖ If, as staff, 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 punishment 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. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services
- ❖ Staff routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management
- ❖ Staff 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**

- ❖ 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 immediately
- ❖ 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 review**

- ❖ This anti-bullying policy is the Governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents

## **Review of Policy**

Headteacher: \_\_\_\_\_

Chair of Governors: \_\_\_\_\_

Policy to be Reviewed: September 2020