

ANTI-BULLYING POLICY

Aims:

We believe that an effective Anti-Bullying Policy can have a positive effect on achieving the pastoral aim of the school, which is:

To create a caring school community which values the contribution of each member

- By providing a happy, secure and effective learning environment that encourages every child to develop self-confidence and an independent attitude towards work and play
- By promoting values especially those of self-respect, care, consideration, fairness, honesty and respect for others
- By celebrating our children's achievements

We also aim to reduce and, wherever possible, eradicate instances in which children are subjected to bullying in any form. We can thus strive to provide a learning environment free of any threat or fear which will enable us to support the aspirations, achievement and welfare of everyone in our school community.

Objectives:

The above aims are likely to be achieved when we seek to ensure that:

- Every child in our school feels safe and secure
- Any behaviour deemed to be anti-social is dealt with appropriately and addresses all individuals involved
- Appropriate means of providing after-care should an incident of bullying occur is put into action
- All pupils and staff are aware of this policy and fulfil their obligations to it

Rationale:

Incidents of bullying will occur from time to time. It is important that we acknowledge this and recognise it when it occurs. In our school we define bullying as deliberately hurtful behaviour by one or more people which produces damaging or hurtful effects to an individual, often repeated over a period of time. We recognise that it is difficult for those being bullied to defend themselves.

Bullying can take many forms but the main types are:

- Physical - hitting, kicking, taking belongings
- Verbal - name-calling, insulting, racist remarks
- Indirect - spreading nasty stories about someone, excluding some-one from social groups, intimidation, cyberbullying (e.g. in online gaming or on social media)

The values and beliefs underlying this policy are that:

- Everybody has different thresholds which make them upset - no-one can tell somebody else if they have the right to feel upset and as soon as someone is upset about something, it needs dealing with (whether this would be defined as "bullying" or not)

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it
- The school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks
- Both those who are bullied and those who bully will be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups
- The harmful effects on pupils performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour

Methodology:

All pupils, whether permanently or temporarily on the school roll, will be covered by this policy. The school and Local Authority (LA) treat bullying among their employees as a potential disciplinary matter.

Action to Combat Bullying:

- There are a range of rewards and sanctions outlined in our school's behaviour policy. We do actively promote good behaviour and acknowledge this in our range of rewards, including public acknowledgements in assemblies.
- If bullying is taking place (or other behaviour that is making a child upset) school staff will identify when and how this is occurring and put measures in place to try to prevent reoccurrence. This could include short-term measures such as separating children and groups of children and/or closer supervision at key times. It could also involve longer-term strategies that deal with the reasons behind such behaviour (e.g. additional curriculum time spent on personal, social and emotional development and/or individualised intervention for pupils that require it). In addition to working with school staff, individual children or small groups may receive additional support from the school counsellor or LAWSS (Learning and Wellbeing Support Services) support teacher.
- Class behaviour contracts, including specific class rules to promote safe access to learning for all will be drawn up in the first week each new academic year. Copies of the class contract will be issued to all parents so they can support good behaviour.
- Teaching staff have a specific pastoral responsibility for the children in their class to ensure their well-being. Classroom support staff are also alert to the pastoral needs of the children they support and will offer support or intervention as required
- Staff share in playtime duties and at such times have responsibility for the general well-being of all children in the school in order that incidents may be detected, behaviour monitored, and appropriate after-care delivered at communal times
- The Headteacher has overall responsibility for the pastoral care of pupils in the school. When incidents occur he should be informed if not requested to take direct action himself. For more serious or persistent bullying, he will intervene and inform parents of the nature of the incidents and what action is to be taken as a consequence. Incidents will be reported to the LA termly
- Through the school council, current issues with regard to bullying can be discussed with pupils on a regular basis. Issues can be addressed at whole class level at circle time. Staff can be involved in such discussions at a staff meeting. Staff training opportunities will be taken as required to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner. (e.g. regular updates on child abuse issues)

- School leaders will examine preventative measures such as use of the school environment, procedures and practices, in an effort to reduce the risks of bullying behaviour occurring. Methods of conflict resolution will be kept under review for their effectiveness
- A review of this policy will occur every other year to ensure that the contents are communicated clearly to staff and governors and that they are clear about their responsibilities to combat bullying. Children can be reminded through circle time and assemblies. Communication to parents can be made via the newsletter referring to the policy, which may be viewed via the School Office.
- A copy of the policy will be included in the introduction pack given to new parents when their child is about to start our school.

Individual Responsibilities

It is important that pupils recognise the difficulties which staff may encounter in ensuring that the purpose and intent of the Anti-Bullying Policy can be effectively introduced and enforced. In this regard, pupils are expected to:

- Report all incidents of bullying to their class teacher, teacher on duty, midday supervisor, the Deputy or Headteacher as appropriate
- Act in a respectful and supportive manner to their fellow pupils, reporting any suspected incidents which the victim may be afraid to report
- Adhere to and promote the aims and objectives of this policy
- Refrain at all times from any behaviour which would constitute bullying of fellow pupils

Parental Responsibilities

Parents too can play an important role by:

- Stressing to their child the importance of social behaviour
- Reporting any misgivings they have concerning bullying
- Actively endorsing and supporting the Anti-Bullying Policy
- Noting that it is never appropriate to use physical violence against, or in any way seek to bully, a bully. Not encouraging children to "hit back" at others in school.

Monitoring and Evaluation:

To assess the effectiveness of this Policy, leaders in school can examine variations in the number of reported incidents over each term and determine if there is a pattern to the incidents and those involved. The Headteacher, through his monitoring of attendance, can examine pupil absences, including late arrival at school as an indicator of a potential bullying problem.

The policy will be evaluated every other year using feedback from the monitoring process and feedback from children and parents gained in responses to occasional questionnaires or by discussion in school with children or with parents.

This policy was updated and reviewed in January 2016.

It will next be reviewed (as part of a wider school review of policy and practice on behaviour) in April 2016.