



Anti-bullying Policy

Introduction

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. Bullying can also be experienced by adults with other adults ignoring them, talking about them or behaving in a negative way toward them.

Aims and objectives

Bullying is wrong and damages children and adults. 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 and work without anxiety. The pupils and staff have written and agreed to a **Whole School Expectations and Ethos** policy. 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. **Cyber bullying** is taken very seriously it is addressed annually as part of the curriculum and is a focus in school assemblies. All staff have been trained in e-safety to raise awareness and reduce any threat of cyber bullying. A group of children are trained as e-safety ambassadors and work with other children to raise awareness. They are also there to talk to if a child has a worry relating to cyber bullying. Parents are also regularly made aware of internet safety issues. Staff are made aware of the potential risks to social networking.

The role of governors

The governing body supports the Headteacher 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. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the pupil discipline panel of the governing body notifies the Headteacher and asks 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 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 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 a pupil is being punished. The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The Headteacher oversees systems for recording behaviour incidents and bullying incidents. The Headteacher is responsible for reporting bullying incidents to the governors and LA. 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 Headteacher and Governing Body ensure that there are no incidents of staff bullying and that the positive staff ethos and fairness at work eliminate any chance of bullying among adults. The Headteacher has a statutory duty to report bullying incidents to the LA using the standard format they provide. Any reports of this nature must then be shared with the governing body.

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 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. 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 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 and the special needs co-ordinator. 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.

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. Adults have a responsibility to work together productively and support one another in the workplace. Any incidents of adults discussing other adults negatively or being unsupportive toward them will be challenged by senior staff. If any adult feels that they are being bullied they should speak to a member of the senior leadership team or governing body.

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.

Early Years

Staff in the Early Years will monitor behaviour and incidents in the Foundation Stage to ensure that no bullying occurs and that any incidents are dealt with according to school procedure and Foundation Stage guidelines.

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 on request. This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents. At each full meeting of the Governing body the Headteacher will report on any significant red book incidents and any incidents involving bullying.

Reviewed By Lynne Moore Nov 2016

Signed:

Date: