

ANTI-BULLYING POLICY

‘Every child should be able to learn in a school environment free from bullying of any kind and in which they feel safe and supported.’
(‘Safe to Learn: Embedding Anti-Bullying Work in Schools’)

‘Successful schools create an environment that prevents bullying from being a serious problem in the first place.’
(‘DfE Document: Preventing and Tackling Bullying’)

Aims of the Anti-Bullying Policy

To encourage an environment where independence is celebrated and individuals can flourish without fear. As a school we use the principles in the Department for Education Document: Preventing and Tackling Bullying of 18 July 2011. The anti-bullying policy is a central part of our safeguarding pupils policy.

Definition of Bullying

‘Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.’

The following statements are important parts of our anti-bullying policy:

- Bullying can be repeated intimidation of a victim that is intentionally carried out by a more powerful person or group in order to cause physical and/or emotional hurt.
- We aim to ensure that every child, parent and teacher is aware of our acceptable standard of behaviour.
- We consider any repeated action that results in an individual experiencing pain or distress to be bullying.
- Serious bullying can cause psychological damage
- Specific types of bullying we will act to prevent include the following:

Bullying related to race, religion or culture

Bullying related to special needs and disabilities

Bullying related to appearance or health conditions

Bullying related to transgender status

Bullying related to sexual orientation

Bullying related to home conditions e.g. child having caring responsibilities

Sexist bullying

Cyberbullying – the use of electronic forms of contact to intimidate or upset a pupil. If the school becomes aware of an incident involving two pupils at the school this should be followed up and treated as a school issue even if it is occurring off school premises. The IT room is constantly monitored by staff and parents are made aware of this form of bullying. Please refer to our E-safety policy for more details. Cyberbullying can happen 24/7 and staff should make the Headteacher aware of any incident they might hear of which has occurred. Bullying can arise simply

because of actual or perceived differences between pupils. Although ensuring immediate physical safety is a first priority emotional bullying can be more damaging. The school's responsibility no longer ends at the school gate.

Anti-Bullying Education

Issues to do with bullying are dealt with by PSHE lessons and assemblies. However there will be many occasions when teachers will be able to cover the topic through their teaching. In all we do we should be encouraging pupils to be thoughtful and considerate in their behaviour towards others.

Our aim is to ensure that pupils are aware of exactly what constitutes bullying and how to recognise it and deal with it. Topics considered in PSHE are:

- a) Physical and mental bullying. Exactly what constitutes bullying?
- b) The damage caused by name-calling.
- c) Why do people feel the need to bully?
- d) Types of bullying:
 - Physical bullying
 - Mental bullying and teasing
 - Unequal Power relationships
 - Prejudice driven bullying
 - Bullying by exclusion
 - Cyberbullying
- e) Strategies for dealing with bullying.
- f) Bullying in the workplace.

Pupils are also taught about the differing roles in bullying:

- Ring-leader
- Assistant
- Reinforcer
- Bystander
- Defender

By discussing these issues, and the use of role play, we hope that pupils develop an understanding of just how damaging bullying can be. However by far the best way of preventing bullying is to ensure that our pupils are being educated in an environment in which there is an ethos of good behaviour and which is permeated by values and respect for staff, other pupils and education itself. From the Early Years we are giving pupils an understanding of how our actions influence the whole school environment. At least one staff meeting per year will be used to update staff on E-safety issues.

Reporting Bullying

Any child who feels that they are being bullied should report it immediately to:

- 1 The Duty Teacher (if on the playground) or Playground Assistant.
- 2 Any teacher or responsible adult (if around the grounds or building during break time).
- 3 The Form Teacher or Subject Teacher (if during or between lesson time).

Sanctions for Bullying

It is also very important that the Form Teacher is informed of any bullying incident. The adult informed should act as appropriate at the time and report the incident to the

Headmaster or Deputy Head. If it is deemed that bullying has taken place, then the following actions will be instigated:

- 1 The child will be given a verbal warning as to their future conduct and appropriate action will be taken to assist the child in improving his/her behaviour. If the actions were a result of the child's own problems, these will be followed up.
- 2 The child will be given a written warning by the Headteacher and the parents informed with all three parties forming a contract for future behaviour.
- 3 The child will be put on report and the parents informed that the contract has been broken and any further misdemeanour will result in suspension.
- 4 If the offence is serious then the parents will be informed immediately and in extreme cases, the police.
- 5 The child will be suspended from school for a limited period and communication maintained with the parents and the child to ascertain the reasons for this continual behavioural problem with the possible introduction of outside agencies to assist with the problem.
- 6 The child will be asked to leave the School.

It is important that in all cases where a child claims to have been bullied a written record is made and placed in the child's file and the anti-bullying file. In cases where a group of children are involved it may be felt desirable to speak to a year group or section of the school.

Staff Awareness

All staff should have read the Department for Education Document 'Preventing and Tackling Bullying' which is in the Key Documents file in the staffroom. The Behaviour and Anti-Bullying policies will be discussed annually at a staff meeting and staff should feel free to suggest any ways in which our approach could be improved. They should also remember the importance of reporting any incident of bullying, however minor it may be thought, whether it happened on school premises or not. The anti-bullying file is kept in the Headteacher's office and should be used for any reported incidents.

It is important to remember the importance of measures we use to reinforce good behaviour. We use assemblies to stress the importance of community-minded behaviour and the 'Community Awards' each week recognise pupils' considerate behaviour towards others. Staff should always be ready to praise a child for thoughtful and tactful behaviour.

Staff are also entitled to work in an atmosphere in which they are free from any form of bullying, whether by other staff, pupils or parents. Teachers should never feel that they should 'suffer in silence' and should report the incident to the appropriate person. We should also be aware that it is possible for parents to try to bully, or intimidate, other people's children. In whatever form it takes bullying is always wrong and needs to be tackled immediately.

WHO CAN I TURN TO? (PUPIL)

If you are ever worried about anything there are many people you can turn to.

- 1 Any older pupil.
- 2 School Monitors are there to help you and will be only too happy to talk and offer you advice or help.
- 3 Your Form Teacher
- 4 Any Teacher
- 5 The Teacher in Charge (Infant School)
- 6 The Deputy Head
- 7 The Headmaster

Do not suffer in silence!

WHO CAN I TURN TO? (PARENT)

If your child is in the Infant Department, the Form Teacher should be contacted in the first instance. If further help is needed the Deputy Head should be contacted and then the Headmaster. For Years 3 & 4 the Form Teacher should be contacted in the first instance. If further help is needed the Deputy Head should be contacted and then the Headmaster.

For children in Year 5 or 6 concerns related to specific subjects should be addressed to the subject teacher. If your concern is rather more general then firstly contact the Form Teacher or for further help the Deputy Head and then Headmaster. At the back of this Handbook you will find a full complaints procedure which outlines the approach you should take if you wish to pursue a formal complaint.

Please do not hesitate to contact the school no matter how minor your concern. We would far rather nip a potential problem in the bud than let it develop into a bigger problem. You will find teachers are very anxious to work with parents to ensure that all our pupils are happy and achieving their full potential.

The School complies with Department for Education documents *Preventing and Tackling Bullying* and *Safer Recruitment in Education* (copies of which are in the Headmaster's office).

WHO CAN I TURN TO? (STAFF)

If you are ever worried about anything there are many people you can turn to.

1. Staff Welfare Officer
2. Deputy Headteacher
3. Headteacher
4. Governing Body

Do not suffer in silence!

C D M Gatherer
Headmaster
September 2011
Review: September 2012