

Anti - Bullying Policy

Bullying is defined as behaviour by an individual or group, usually over a period of time, that intentionally hurts another individual or group. It can take many forms, but the three main types are physical (hitting, kicking, theft), verbal (name calling, racist remarks) or indirect (spreading rumours, cyberbullying excluding someone from social groups).

The school affirms the right of every child to learn in a safe and secure environment and is committed to the development of policies and strategies for preventing and responding to bullying.

We acknowledge that bullying can seriously disrupt an individual's educational progress.

Bullying in any form will not be tolerated in this school. It is everyone's responsibility to prevent it happening.

The school will react firmly and promptly where bullying is identified. There is a range of sanctions available to the staff, depending on the perceived seriousness of the situation.

- ✿ Discussion with parents and children.
- ✿ Exclusion from playground during lunchtime or playtime
- ✿ Referral to Head/Deputy.
- ✿ Withdrawal of favoured activities.

As a final resort, exclusion will be considered.

The school will ensure that its response to bullying is clearly understood by all members of the school community and everyone will be clear about their role and responsibilities in preventing and responding to bullying.

Staff guidelines

Staff must act, and be seen to act, firmly against bullying wherever and whenever it happens.

Within the school we have a responsibility to develop environments in which all members of the school community (children and adults) are encouraged to:-

- ✿ Treat everyone with kindness and respect
- ✿ Act with thought and consideration to others
- ✿ Behave courteously, being polite and helpful at all times
- ✿ Be friendly and co-operative
- ✿ Be honest and truthful
- ✿ Treat property with respect.

The school also has a responsibility to take steps to prevent any member of the school community (adults and children) from:-

- ✿ Making unkind or offensive comments about people's appearance or ability/disability
- ✿ Making unkind or offensive comments that may be racist, sexist or homophobic
- ✿ Making unkind or offensive comments based on religion, culture or home circumstance.
- ✿ Using foul or unacceptable language
- ✿ Being rude or aggressive
- ✿ Shouting
- ✿ Using physical aggression
- ✿ Damaging property.
- ✿ Taking offensive any action that may be based on race, religion, culture appearance, ability or disability.

Action

All incidences of bullying must be investigated. Parents and children must not feel that they are not being listened to.

A record should be made in the incident book of any report of bullying identified. This should include the date, people concerned, nature of the incident and any immediate action taken.

Dealing with incidents involving children

- ✿ Discussion with children concerned. Verbally inform parents concerned. Make a note in the incident book. Appropriate punishment.
- ✿ Formal interview with parents of offender. School asks parents to support and remove some privilege at home
- ✿ Formal letter to parents about incident. Involvement of the Governing Body. Exclusion considered for a short period of time.

Dealing with incidents involving adults

- ✿ Discuss with member of senior management team.
- ✿ Discuss with Chair of Governing Body.
- ✿ Discuss with Union.

Parent guidelines

It is always a good idea to take an active interest in your child's social life and chat about friends and their activities in and out of school. As well as keeping up to date with your child's friendships you may well learn of disagreements or difficulties. Watch for signs of distress in your children:-

- ✿ There could be an unwillingness to attend school, headaches, stomach aches, etc.
- ✿ Toys or equipment going missing.
- ✿ Requests for extra pocket money, etc.

There are many reasons why your child may be unsettled at school – bullying is always a possibility.

If you think your child is being bullied, inform the school immediately and ask for an interview with the member of staff who should deal with the incident. If you are dissatisfied with the outcome, request an interview with the Headteacher. If you are still dissatisfied, speak to a Governor about your problem.

Remember it is everyone's responsibility and allow the school time to investigate the problems. All reports will be investigated urgently.

Children guidelines (to be discussed as part of PSHE)

If you are being bullied tell an adult or friend who will tell an adult for you.

You can help stop bullying:-

- ✿ Don't stand by and watch – fetch help.
- ✿ Show that you and your friends disapprove.
- ✿ Give sympathy and support to children who may be bullied.
- ✿ Be careful about teasing or personal remarks – imagine how you might feel.
- ✿ If you know of bullying incident, tell a trusted adult.
It's not telling tales – the victim may be too scared or lonely to tell.