



Anti-bullying Policy

Together – Learning and Being our Best

The aim of the Friendship policy is to ensure that children learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will children be able to fully benefit from the opportunities available at school.

We acknowledge the School Standards and Framework Act 1998 that clearly states that all maintained schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils. We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care.

Definition

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying are:

- Physical (hitting, kicking, theft, inappropriate touching)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups,).

Children who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Children must be encouraged to report bullying in school. (See School Council 's Charter).

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

Aims

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying
- To show commitment to overcoming bullying by practising zero tolerance and have in place established systems that will deal with incidents of bullying.
- To inform children and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes, which will be, required to achieve the above aims.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.
- To work with other schools to share good practice in order to improve this policy.

Procedures

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident should be given to the Head teacher/ Deputy
- If necessary, the Head teacher/DHT will interview all concerned and will record the incident.
- Class teachers will be kept informed and keep a record of incidents.
- Parents will be kept informed of any incidents.

Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the Behaviour policy.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassurance with key member of staff.
- Offering continuous support.
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the child.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSE, SEAL scheme: "Say "NO to Bullying", and Relationships, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Staff Responsibilities

- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate as fully as possible,
- To take appropriate action, or refer the matter to the Head teacher/Deputy for further action.
- To record and inform parents of bullying incidents.
- To promote the use of a range of teaching and learning styles and strategies, which challenge bullying.
- To foster and model by example the values we as a school believe in.

Training

The school INSET programme and staff induction procedures ensure that everyone is aware of and adheres to this policy. Staff are updated each academic year and as and when required.

Midday supervisors are formally updated yearly and when required.

School staff will undertake training in:

- What is bullying?
- Types of bullying such as cyber bullying, bullying, bullying of children with special educational needs, homophobic bullying and bullying around race, religion and culture;
- Recognising bullying;
- Anti-bullying strategies;
- How to deal with a bullying incident;

- Counselling the bullied and the bullies;
- Working and co-operating with parents and carers

We ensure all school personnel have equal chances of training, career development and promotion. Periodic training will be organised for all school personnel so that they are kept up to date with new information and guidelines concerning equal opportunities.

Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

This policy was reviewed June 2019 and will be reviewed annually as part of school's self-evaluation processes.

CHAIR OF GOVERNORS: Ceri Witchard

HEADTEACHER: M Gilbert

Next Review: May 2020