

# **Belmont C of E Primary School**



## **Anti-Bullying Policy 2015 - 2016**

# **Belmont CE (Controlled) Primary School**

## **Anti Bullying Policy and Guidelines**

### **Introduction**

At Belmont CE (Controlled) Primary School, we aim to nurture the very best in each individual within a caring, Christian community.

Our Anti Bullying Policy reflects our School Mission Statement which stresses the value we place upon each individual member of our school community. We show concern and provide support for all individuals, both victim and perpetrator. We recognise that bullying exists in all walks of life and all areas of society and we believe bullying can affect anyone regardless of age, gender, size or race.

We are mindful of our role in laying the foundations of positive social behaviour and for developing high self esteem and a positive self image. The development of social skills permeates all that we do and this is usually carried out by accentuating and encouraging positive behaviour rather than raising awareness of negative behaviours or emphasising negative terminology like “bullying”. Part of our duty within school however, will be to teach our pupils to recognise all forms of bullying when they occur, how to respond appropriately and where to seek help. In so doing we aim to provide a safe and happy environment within our school.

The school’s behaviour policy also emphasises positive behaviour and the importance of praise and raising self esteem. We have strategies for managing behaviour based upon warnings, sanctions and rewards. High expectations and clear boundaries are set to encourage each child to develop a sense of responsibility for their words and actions. This directly links with how bullying is managed within the school. The school aims to work positively with all pupils, parents and carers to address any bullying and related behaviour within the school.

### **What is Bullying?**

Bullying is harmful to all involved, not just the bullied and can lead to self doubt, lack of confidence, low self esteem, depression, anxiety, self harm, and sometimes even suicide. Bullying generally fits into one of two categories: emotional or physically harmful behaviour. This includes: name calling, taunting, mocking, making offensive comments, hitting, kicking, pushing, taking belongings, text messaging, emailing, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

Definitions are different and individuals have different experiences; however, we consider bullying to be:

- Repetitive, wilful or persistent.
- Intentionally harmful, carried out by an individual or a group.
- An imbalance of power leaving the victim feeling defenceless.

(Extracts from the Anti Bullying Alliance).

## **Aims and Objectives:**

We aim to develop a school ethos where bullying is regarded as unacceptable. We aim through the development of self respect and respect for all members of the school community to:

- Provide a safe and secure environment where all can learn without anxiety and enjoy being a member of our school community.
- Promote equality of opportunity for all.
- Produce a consistent school response to any bullying incidents that may occur, therefore actively challenging bullying.
- Encourage and promote caring attitudes and behaviours through assemblies, circle times, PSHCE sessions.
- Raise awareness of adults and pupils about bullying when it occurs through assemblies, circle time, group discussion.
- Involve pupils in strategies to recognize and deal with bullying when it occurs through operating a Buddies Scheme in school, and participating in activities with the Durham Anti-Bullying Service.
- Provide a safe listening environment where pupils and parents feel free to discuss their concerns regarding bullying behaviour with the school staff.
- Provide appropriate help and support for those involved in bullying behaviour both perpetrator and victim.
- Provide opportunities for teaching and non-teaching staff to attend Anti Bullying training courses.

## **The Role of the Head Teacher**

It is the role of the Head Teacher to implement the school's Anti-bullying Policy. Also he/she will ensure that all members of teaching/non-teaching staff, pupils, parents and governors are fully aware of this policy and know how to deal with incidents of bullying.

## **The Role of Governors**

The Governing Body ensures that an appropriate Anti-bullying Policy is in place, and monitors its effectiveness through regular feedback from the Head Teacher.

## **The Role of the Teacher and Support Member of Staff**

It is the role of the Teacher and Support Member of Staff to ensure that she/he understands and knows how to implement the School's Anti-bullying Policy. All incidents of bullying, whether in class or in school, must be taken seriously and followed through using the appropriate procedure. It is the Teacher's duty to promote an ethos of understanding, trust and respect in all pupils and to report incidents of bullying to the Head Teacher.

## **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.

This policy will be reviewed in September 2016 or earlier if deemed necessary.

J. Wynn Head Teacher

K. Roberts Deputy Head Teacher

M. Pattinson Chair of Governors

March 2015



# Record of Bullying Incident

**Date:** \_\_\_\_\_

**Name of Child:** \_\_\_\_\_

**Incident reported by:** \_\_\_\_\_

**Details of incident:** \_\_\_\_\_

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**Action to be taken:** \_\_\_\_\_

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**Signature:** .....

**Date:** ..... G:\admin\anti bullying policy.doc - smw