



# The Village Federation of Carsington & Hopton and Kirk Ireton Primary Schools



## Anti-Bullying Policy

### Why do we need an Anti- Bullying Policy?

Persistent bullying can severely inhibit a child's ability to learn effectively or a member of staff's ability to do to their job. The negative effects of bullying can have an impact on a person for their entire life.

This federation wishes to promote a secure & happy environment free from threat, harassment & any type of bullying behaviour, including racist & homophobic bullying.

Therefore this policy promotes practices within the school to reinforce our vision, and to remove or discourage practices that negate them.

### What is Bullying?

Bullying occurs when an individual or group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. It is usually persistent & is often covert.

### How do we deal with bullying in our school?

#### 1. School Ethos

It will be made clear that bullying in any form is unacceptable. It will be taken seriously & dealt with promptly.

#### 2. Staff Responsibilities

- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate incidents promptly & fully as possible.
- To take appropriate action or to refer to Headteacher
- To record in the bullying file & in the racist incident/homophobia record if appropriate.
- To share with parents of the victim & bully incidents of persistent &/or serious bullying.
- To implement appropriate procedures for a member of staff – see LA/Union guidance.
- To promote the use of a range of learning styles & strategies which challenge bullying behaviour.
- To promote open management styles which facilitate communication & consultation within the school & relevant outside agencies when appropriate.
- To model the values we believe in.
- To promote the use of interventions which are least intrusive & most effective.

### **3. Curriculum**

During PSHE pupils are taught to be assertive, considerate & confident. Work is also done to raise awareness of bullying issues.

Literacy, Drama, visitors & assemblies are just four examples of places in the curriculum where bullying may be raised, discussed & explored.

It may be appropriate to deliberately do some extra or specific work for whole groups in response to incidents at times.

### **4. Incident Management & Reporting**

Bullying will be dealt with quickly & fairly. It will be reported on in the school's bullying incident log. Reports will be stored for at least 3 years.

1. In the first instance, the perpetrators will be punished according to the school behaviour policy. Future behaviour will be closely monitored. Contact will be made with all parents of the children involved.
2. Upon repetition of the incident, or similar bullying, a letter will be sent to the parents of the perpetrator. A letter will also be sent to the parents of the victim.
3. Should bullying persist after three sanctions, the parents will be once again invited into the school to discuss their child's behaviour. Exclusion at this point may be deemed necessary.

Please note that due to the nature of our small village school, these actions will always be reviewed in light of specific incidents.

Naturally the victim & the perpetrator will be offered support by the school. Examples of how this may be achieved are peer mediators/playground pals; school councillor or mentor; positive play room; or a restorative justice process.

### **Personnel**

The Head has responsibility for bullying incident procedures. The teaching staff are responsible for the curriculum delivery.

### **Monitoring and Evaluation**

The teaching staff will be responsible for monitoring, reviewing and updating lessons and resources.

The Head will monitor the number, type & results of incidents. Governors will also be kept regularly informed of any incidents of bullying.