



# Anti - Bullying policy

## March 2017

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our federation. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell someone who will help. This could be a friend or a responsible adult.

This policy makes our federation approach to bullying clear to pupils, staff, parents and governors so that each school community is a safe and happy place to be. Our children have a right to feel safe, secure and valued, creating a safe environment and dealing with bullying is everyone's responsibility.

### Definition of bullying

Emotional or physically harmful behaviour which is;

- Repetitive, wilful or persistent
- Intentionally harmful, carried out by an individual or group
- Based on an imbalance of power leaving the person who is bullied feeling defenceless

We recognise that bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Cyber** All areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities

### How we prevent bullying

Members of staff and children must be vigilant about:

- Setting an example of respect, courtesy and good manners;
- Ensuring that standards of discipline are maintained in a quiet, controlled, caring atmosphere;

## GREEN HILLS FIRST FEDERATION

Small village schools working stronger together

- Dealing promptly with all reported incidents of bullying.
- Teaching anti-bullying as part of the PSHCE curriculum
- Following the behaviour policy

### **How we deal with any incident of bullying**

#### ***We have a ZERO TOLERANCE policy towards BULLYING***

- Any bullying behaviour or threats of bullying will be investigated by class teachers or Headteacher if it is recurring.
- In cases of serious bullying the incident will be recorded in the school behaviour log and will be reported to governors. Parents of children involved will be informed of the situation and the steps taken by the school to prevent the incident being repeated will be discussed and agreed.
- The school may arrange a meeting for both the bullied child and the child accused of bullying and their parents / carers to try to resolve the situation.
- Sanctions will be tailored to age of child and circumstances. Details of sanctions may be confidential.
- In serious cases of bullying, suspension or even exclusion will be considered by the Head Teacher with the governors.
- Both the child being bullied and the person doing the bullying may require support. The person doing the bullying will be asked to genuinely apologise when they understand how they have hurt the person being bullied.
- After the incident / incidents have been investigated and dealt with, each case will be monitored by class teachers and Headteacher to ensure repeated bullying does not take place.

All staff have the responsibility to monitor any accusations of bullying, or suspicions of bullying and share these with the Headteacher. Any victim of bullying will be offered reassurance from all staff and be offered additional 1:1 time with a trusted adult if required.

### **How children are involved in the approach to anti-bullying**

We recognise that bullying is a major concern for children.

Children are asked through student questionnaires how safe they feel in school, what the behaviour in school is like, and if bullying is dealt with. Information from the questionnaires will be acted upon by staff.

This policy has been shared with each of the school councils in the federation, their input has contributed to the final policy.