



# **BRADING CE CONTROLLED PRIMARY SCHOOL ANTI-BULLYING POLICY**

**Reviewed by Governors**

**Date Agreed: September 2017**

**Review Date: September 2018**

**Signed: \_\_\_\_\_**

## **Rationale**

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

## **Aims and Objectives**

1. To produce a safe and secure environment where all can learn without anxiety.
2. To produce a consistent school response to any bullying incidents that may occur.
3. To make all those connected with the schools aware of our opposition to bullying, and each person's responsibilities with regard to the eradication of bullying in our school.

## **The Role of Governors**

1. The Governing Board supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Board does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
2. The Governing Board monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Governors require the Headteachers to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.
3. The Governing Board responds within 5 days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Board notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the Governing Board.

### **The Role of the Headteacher**

1. It is the responsibility of the Headteachers to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the schools policy and know how to deal with incidents of bullying. The Headteachers reports to the Governing Board about the effectiveness of the anti-bullying policy on request.
2. The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of the children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour is wrong, and why a pupil is being punished.
3. The Headteacher ensures that all Staff and Governors receive sufficient training to be equipped to deal with all incidents of bullying.
4. The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to friendly and welcoming schools, bullying is far less likely to be part of their behaviour.

### **The Role of All Staff**

1. Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.
2. They keep their own records of all incidents that happen in their class and that they are aware of in the school. These records are discussed with and passed onto the Headteacher.
3. If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher informs the child's parents.
4. All incidents are recorded on SIMs and the information is in the Head teacher's office.
5. If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in the future. If a child is repeatedly involved in bullying other

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children, we inform the Headteacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example, where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services.

6. Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **The Role of the Parents**

1. Parents who are concerned that their child might be being bullied, or who suspects that their child may be the perpetrator of bullying should contact their child's class teacher immediately.
2. 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.

### **Equal Opportunities and Inclusion**

1. All reports or incidences of bullying are treated with equal seriousness and concern regardless of age, gender or cultural background. The comments listed above, and the procedures attached apply to all involved in any incidence of bullying.
2. It is the school's policy to ensure that victims are supported and perpetrators made aware of their actions and suitable punished.
3. The school must ensure that every opportunity is made for the perpetrator to express remorse, and to demonstrate appropriate behaviour. Unless they pose a risk to their own or others safety; children will not be excluded or separated from curriculum activities or other children for long periods of time. If exclusion is deemed necessary, in line with our behaviour policies, then all parents, relevant staff, and representatives from the LEA will be informed prior to any exclusion period being made.
4. Every effort will be made to ensure that the disruption caused to the school and all pupils' education is kept to a minimum.
5. All incidences of bullying or violent or aggressive behaviour are logged. Such incidences towards staff are then investigated.

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6. The school will deal with all incidences swiftly and in a manner to ensure that such incidences do not occur again. Violent or aggressive behaviour towards staff will not be tolerated, and such incidences will be reported to County Hall and the Police.

### **Monitoring and Review**

1. This policy is monitored on a day-to-day basis by the Headteacher, who reports to Governors about effectiveness of the policy on request.
2. The Anti-bullying Policy is the Governors' responsibility and they review its effectiveness annually. They can do this by examining the school's logs.
  - **This Policy should be read in conjunction with the Safeguarding and Child Protection Policy.**