

OSGODBY PRIMARY SCHOOL

Anti-bullying Policy

Rational:

If Osgodby School is to foster an atmosphere of welcome and respect, there must be a structured means of combating bullying.

1 Introduction

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

2 Aims and objectives

- 2.1 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.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

3 The Role of Governors

- 3.1 The Governing Body supports the headteacher in eliminating bullying from our school. This policy statement makes it very clear that the governing body 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.
- 3.2 The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- 3.3 The governing body will respond to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the

headteacher and the headteacher conducts an investigation into the case and then report the findings back to a representative of the governing body.

4 The Role of the Headteacher

- 4.1 It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) and visiting professionals are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- 4.2 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 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 was wrong, and why a pupil is being punished.
- 4.3 The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 4.4 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 a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

5 The Role of the Teachers/Support Staff

- 5.1 Teachers and support staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Records of all major incidents that happen in their class or on the playground are kept by the classteacher in the Incident and Discipline Book located in the Office.
- 5.2 If teachers or support staff witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being repeatedly bullied, then, after consultation with the headteacher, the teacher informs the child's parents.
- 5.3 If the teachers or support staff 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 discipline for the child who has carried out the bullying. We spend time talking to the

child who has been bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour. If a child is repeatedly involved in bullying other children and normal classroom strategies used by the class teacher fail to resolve an incident, the headteacher will take action. 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 Behaviour Support Service or Social Services.

- 5.5 Teachers and support staff are kept informed of different methods and strategies which enable them to become equipped to deal with incidents of bullying and behaviour management.
- 5.6 Teachers and support staff 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.

6 The Role of Parents

- 6.1 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 or the Headteacher immediately.
- 6.2 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.

7 Monitoring and review

- 7.1 This policy is monitored by the headteacher, who reports to governors about the effectiveness of the policy.
- 7.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by discussion with the headteacher. Governors will analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.