



Learn, Aspire, Achieve

Churwell Primary School - Anti-Bullying Policy

(To be read in conjunction with the policy on Behaviour and Discipline.)

1 Introduction

- 1.1 It is a legal requirement that all maintained schools must have in place measures to prevent all forms of bullying among pupils, and that these should be part of the school's Behaviour and Anti-Bullying policies.
- 1.2 DFE guidance defines bullying as: "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally". The guidance goes on to say that, "Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities". Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or excluded from social interaction).

2 Aims and objectives

- 2.1 Bullying is wrong and damages children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is properly understood and regarded as wholly unacceptable.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.
- 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 the teacher and support staff

- 3.1 All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.
- 3.2 If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Headteacher. Teachers and support staff 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 or carers.
- 3.3 Any incidents or concerns in school are logged. We also, if applicable, record incidents that occur near the school, or on the children's journey between school and home.
- 3.4 When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This will involve a full investigation of the situation, and may then involve informal counselling and support for the victim, and taking direct preventative action with the perpetrator. Time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future. If a child is repeatedly involved in bullying, we inform the Headteacher and Learning Mentors. We then invite the child's parents or carers into the school to discuss the situation. In more extreme cases, e.g. where these initial discussions have proved

ineffective, the Headteacher may contact external support agencies through the Morley Cluster Children's Services.

- 3.5 All members of staff, including lunchtime staff are updated regularly, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- 3.6 Teachers and other members of staff are particularly aware of the recent increasing opportunities for 'cyber bullying' through text messaging on mobile phones, or on social networking sites on the Internet. The school takes steps to make parents and carers aware of the dangers of unsupervised use of mobile phones or the Internet, and to educate pupils about the proper use of modern technologies. The school also communicates and signposts Parents/Carers to the age appropriateness of mobile apps and social media platforms.
- 3.7 Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories and factual information within the formal curriculum, to help pupils understand and empathise with the feelings of bullied children. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere. Assemblies promote positive behaviour and reference the school rules and expectations. The school promotes positive relationships through the Buddy System and children in Year 6 are trained to be Play Leaders; they support the younger children at Lunchtimes.

4 The role of the Headteacher

- 4.1 It is the responsibility of the Headteacher to implement the school anti-bullying policies and related strategies, and to ensure that all staff are aware of the school policy, and know how to identify and 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 an assembly as the forum in which to discuss with other children why such behaviour is wrong, and the actions which the school is taking to prevent it.
- 4.3 The Headteacher sets the school climate of mutual support and praise for success, thereby 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 Governors

- 5.1 The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. The Governing Body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- 5.2 The Governing Body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The Headteacher can report to the Governors on request about the effectiveness of school anti-bullying strategies.
- 5.3 A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The Governing Body responds within ten working days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the Governing Body.

6 The role of parents and carers

- 6.1 Parents and carers 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. If they are not satisfied with the outcome of this, they should contact the Headteacher. If they remain concerned that their worries have not been taken seriously

or acted upon appropriately, they should follow the school's Complaints Procedure, which is available on the school website.

- 6.2 Parents and carers should be aware of the increasing dangers of 'cyber bullying', through the sending of text messages to mobile phones or the posting of personal information or views on social networking sites, and should exercise due parental responsibility in supervising their children's use of phones and the Internet. There is a section about 'Safe use of the Internet' on our school website.
- 6.3 Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

7 The role of pupils

- 7.1 Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know. The pupils have access to two Learning Mentors to help them with any concerns. A 'Speak Out' box is also available for children to alert Learning Mentors to any issues that they have about themselves or others.
- 7.2 Pupils are invited to tell us their views about a range of school issues, including bullying, in the pupil questionnaire and through the MyHealth survey in Year 5 and 6 in the Summer Term.
- 7.3 Our School Council is a forum for pupils to communicate their views to school staff.

8 Monitoring and review

- 8.1 This policy is monitored by the Headteacher, who reports to Governors on request about the effectiveness of the policy.
- 8.2 The anti-bullying policy is the Governors' responsibility, and they review its effectiveness annually. They do this by discussion with the Headteacher, staff, children and through a questionnaire to Parents/Carers every two years.
- 8.3 This policy will be reviewed every three years or sooner if necessary.

Signed: *F. Shippam – Vice Chair of Governors*

Date: April 2018