



Anti-Bullying Policy

1.0

'This school is committed to safeguarding and promoting the wellbeing of all children, and expects our staff and volunteers to share this commitment'.

What is Bullying?

Bullying is any behaviour that is deliberately intended to hurt, threaten or frighten a person or group of people. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects an abuse of power.

This policy applies to everyone in our school – adults, children and parents, and bullying behaviour will not be accepted from anyone, and will be treated as very serious.

Bullying behaviour can include:

- Physical aggression, such as hitting, kicking, taking or damaging possessions;
- Verbal aggression, such as name calling, threatening comments, insults, racist remarks, teasing, sending nasty notes, making nuisance calls or unwanted internet comments;
- Indirect social exclusion, such as deliberately leaving someone out, ignoring someone, spreading rumours about someone or their family.

Racial, sexual or homophobic harassment involves the same kinds of behaviour directed against someone because of their cultural or ethnic identity, their gender or sexuality.

Bullying can be difficult to identify because it is often subtle, covert and rarely witnessed by adults.

Our Aims

- Everyone has a right to be safe and happy at school.
- We want everyone in our school and community to value our differences – to see differences as unique, special and interesting not a reason to be unkind.
- Remember to speak, act and behave well –treat others how you would like to be treated yourself.
- We all agree that happy, safe pupils make a happy, safe school.

Aims for reducing Bullying

- Raising awareness of what bullying is and how it affects people;
- Emphasising the important role that bystanders play in tackling bullying and teaching pupils how to safely challenge bullying behaviour;
- Teaching pupils how to manage their relationships constructively and assertively.

These approaches have to be implemented regularly and consistently throughout the school if they are likely to be effective.

Children are well supervised at all times to reduce opportunities of incidents of bullying.

Children are given strategies for dealing with incidents of bullying through Circle Time, Drama, Health Education, English, PSME, Religious Education, Social Group games and assemblies - see appendices for suggestions of strategies.

We aim to make any transitions for the children easier and less worrying in the following ways:

- A 'Welcome to School' booklet which fully explains daily routines and gives information about our school;
- Pre-school activity days for children to meet their class mates, teachers and classroom assistants;
- Nursery class teachers and Teaching Assistants make home visits for all new nursery children;
- Children are gradually phased into full-time school at the start of Nursery.

Behaviour which will not be accepted

We do not accept the following kinds of behaviour from children, staff or parents in our school:

- Harmful physical contact, aggression or fighting;
- Stealing, extortion or vandalism;
- Verbal discrimination against disability, race, sex or religion;
- Intimidation or deliberate exclusion of others;
- Swearing, spitting or use of offensive signs;
- Lying to adults or children.

Dealing with incident of bullying

If an incident of bullying occurs in school, these are the actions we will take:

- The victim must notify an adult if they feel they are being bullied;
- If a member of staff identifies bullying they will firstly investigate the situation and contact the behaviour coordinator.
- The victim and the aggressor will then be spoken to individually where a professional judgement will be made as to the validity of the claim, during which time the victim will be listened to and offered support. The aggressor will be listened to, asked to explain their view point. If bullying did happen, the aggressor should admit to the offence and take responsibility.

- The aggressor will receive a warning from his or her class teacher/ behaviour coordinator and a suitable punishment or sanction will be given in line with the school's behaviour policy;
- The class teacher will record the incident with the Head Teacher;
- The situation will be continually monitored.

If the incident is repeated then:

- The Head teacher will record each incident in the school Bullying Log;
- The Key Stage Co-ordinator and parents will become involved;
- The Key Stage Co-ordinator, classteacher and parents will decide on appropriate sanctions.

If the bullying continues:

- The Headteacher will speak to the child;
- The Headteacher will meet with the child and parents;
- The Headteacher and Governors may consider exclusion of the child.

Other agencies, such as the school's Educational Psychologist, the Behaviour Support Service or the Police, may also be involved.

All school staff have the status and responsibility to report incidents of misbehaviour or bullying by recording these incidents in the class behaviour book.

Links to other policies: Pastoral Policy