

South Cave CE Primary School ANTI-BULLYING POLICY

Introduction

South Cave CE Primary School has a commitment to ensure pupils' safety, health, economic well-being, enjoyment, excellence and participation in the community is promoted as an effective anti bullying culture.

The school has a clear code of conduct policy, which helps to both reduce incidences of bullying and also identify clear strategies for disciplining children who are responsible for bullying. The Behaviour Policy should therefore be used in conjunction with this policy when addressing any issue relating to bullying.

Bullying is 'persistent and often premeditated action taken by an individual or a group, usually repeated over time, with the deliberate intention of either physically or emotionally hurting another child.'

Aims and objectives

-Bullying is wrong and damages individual children. We therefore do all that we can to prevent it.

This is primarily achieved through the development of a school ethos in which bullying is regarded as totally unacceptable.

-As a Christian church school, we aim to produce a safe and secure environment where all pupils can learn without anxiety and where relationships are based on the commandment to 'love your neighbour as you love yourself.'

-This policy aims to produce a consistent attitude and response towards bullying from all members of the school community.

-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 whole issues of bullying.

-We promote a culture where all adults and children are valued and treated with respect.

The role of the Governors

The Governing body supports the Head teacher in the employment of anti bullying strategies.

This policy statement makes it very clear that the governing body does not condone any form of bullying in the community of our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governors require the head teacher to keep accurate records of any incidents of bullying, particularly those that are racially motivated, together with the action taken.

The head teacher retains responsibility for reviewing the effectiveness of anti bullying strategies and together with the Governors, reviews this policy on an annual basis.

Where a parent is unhappy with the action taken by the head teacher in response to a bullying incident, they have the right to make a formal complaint to the governing body. The Governing body should respond to any formal complaint within ten days and must notify the head teacher of the need to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the Head teacher

It is the responsibility of the head teacher to implement the school anti-bullying strategy and to ensure that **all staff** are aware of the school policy and know how to deal with incidents of bullying.

The head teacher has the primary responsibility for ensuring that children know that bullying is wrong, and that it will not be tolerated in school. This is undertaken in a variety of ways, including through whole school collective worship, RE / PSHCE/SEAL lessons and when dealing with specific incidences of inappropriate behaviour.

The head teacher has specific responsibility for developing a school climate of mutual support and praise, thus 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.

Informal communications between staff and with parents are undertaken immediately a bullying issue arises. Where appropriate this is shared with other members of staff at Friday staff meetings and ways of addressing individual problems are discussed.

The role of all members of Staff

We have a collective responsibility for discouraging and responding to any incidences of bullying.

If members of staff witness an act of bullying, they support the children involved following discipline and behaviour procedures and involving a Senior Member of staff to provide support or appropriate sanctions. This is mainly achieved through 1:1 counselling.

All staff must follow the agreed Code of Conduct policy when disciplining children for bullying. This includes making a written record of the circumstances associated with any incidence on the 'incidence record sheets' stored on the shared area on the school's IT system. These are subsequently shared with the parents of both the perpetrator and the victim of any bullying.

Any continued or subsequent issue of individual bullying by a child is dealt with in line with our Code of Conduct Policy.

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

Involvement of the pupils

Staff will regularly canvas the pupils for their views on the extent and nature of bullying. They will consider all opportunities for addressing bullying, including through the curriculum, through displays, through peer support and through the School Council, as well as involving students in anti-bullying campaigns in schools.

Staff have a responsibility to ensure students know how to express worries and anxieties about bullying and offer support to students who have been bullied. Pupils should be made aware of the range of sanctions which may be applied against those engaging in bullying and staff should work with students who have been bullying in order to address the problems they have.

The role of Parents

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 community.

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 immediately.

The home school agreement provides a clear outline for parents to encourage their children to be a positive member of the school.

Monitoring and review

The effectiveness of our anti-bullying strategies is monitored by the head teacher on an ongoing basis and written reports are submitted to the governing body identifying behaviour issues on a regular basis. This Policy will be reviewed at least once every two years. The school uses the guidance by the DCSF* and the Anti-Bullying Alliance** to inform its action planning to prevent and tackle bullying.

* *DCSF Guidance "Safe to Learn: Embedding anti-bullying work in schools"*

<http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/safetolearn/>

** *Anti Bullying Alliance guidance*

http://www.anti-bullyingalliance.org.uk/Page.asp?originx_4237co_4721421398769u17h_2007627412x