

Anti-Bullying Policy

Bullying is action taken by one or more children with the deliberate intention of hurting another child, physically, verbally or emotionally by **repeated** action. Bullying can take on many forms, including:

- Name calling,
- Teasing,
- Purposefully excluding individuals from groups or activities,
- Purposefully damaging or stealing property belonging to someone else,
- Punching, kicking, hitting, etc.
- Inappropriate email/internet activity.

Bullying is wrong and can be damaging to the victim. Bullying is not an acceptable form of behaviour at our School and, in conjunction with the School Behaviour Policy, we aim for a School Ethos where every individual within the School respects the needs of others and works co-operatively with each other, showing kindness and consideration at all times. Our strategy is to eradicate bullying through changing behaviour, with the overall aim of producing a safe and secure environment for our children and Staff to learn and work in.

This Policy sets out the procedures to follow when incidents of bullying arise, including the responsibilities of pupils, Staff, Parents and Governors. The aim of this Policy is to provide a consistent response to any cases of bullying and to make clear that bullying within our School is unacceptable.

It is the overall responsibility of the Head Teacher to implement the School Anti-Bullying Policy, and to ensure that all Staff, both teaching and non-teaching, are aware of the Policy and know how to deal with incidents of bullying. As part of the anti-bullying strategy, the Head Teacher ensures that all children and Staff know that bullying is wrong, and that it is considered an unacceptable form of behaviour within our School. Ways in which the Head Teacher might draw incidents of bullying to the attention of the whole School include using School Assemblies as a forum in which to discuss why bullying is wrong and why an individual is being punished. Through re-iterating the School Ethos, the Head Teacher is also able to ensure that a School climate is set, for mutual support and praise for success, thus making bullying less likely. The School Ethos centres around making individuals feel important and valued.

The feeling of belonging to a friendly and welcoming School makes bullying far less likely to be a part of an individuals' behaviour. The School therefore has a set of procedures that are implemented in cases of bullying. These procedures are in place to ensure a consistent approach is taken in every case of bullying, and also to ensure that if the case of bullying becomes more extreme, then clear guidelines are in place to deal with it.

Procedures:

Reporting and Recording an incident

When an incident of bullying is reported to a member of Staff, it must be referred to the Class Teacher. Class Teachers may keep records of certain incidents occurring within the class, so it is important that they are kept informed of any other reported incidents. At this stage, the Teacher would speak to the victim and perpetrator, offer support to the victim and counselling and punishment, if considered necessary, to the perpetrator. An Incident Report will be completed on CPOMS (Child Protection Online management System) and the safeguarding team will be alerted to this.

Continued Bullying

Reviewing CPOMS reports will highlight any acts of on-going bullying. All members of Staff are also to be made aware of the situation at the morning communication briefing.

If an individual is repeatedly involved in bullying other children, then the Head Teacher/Deputy Head Teacher / Assistant Head Teacher will be consulted regarding informing the individual's parents. The parents will be invited into School to discuss the behaviour, as we feel 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. The SENCO would also be informed of the situation. In extreme cases, where initial discussions have proven ineffective, the Head Teacher may utilise the Schools Family Support Advisor or other external support agencies.

Actions for repeated bullying may include:

- Team Around the Child (TAC) Procedures adopted.
- Further support and counselling to all individuals involved.
- Developing strategies to tackle the behaviour alongside parents, the Head Teacher and other agencies where applicable.
- Various withdrawals of privileges.
- Fixed term exclusion from School (suspension)
- Permanent exclusion from School, though only in extreme cases and as a last resort.

At any stage of the procedure, if a parent has reason to complain about the way in which a case of bullying is being addressed, they should follow the complaints procedure, as set out in the 'School Complaints Policy'.

Monitoring and Review

Incidents of bullying are monitored on a day-to-day basis by the Head Teacher and patterns of bullying are monitored via CPOMS. This information is then shared with all members of Staff when necessary so that the School Ethos can then be reinforced to all members of the School through a variety of means, including School Assemblies and PSHE teaching.

The Anti-Bullying Policy is the responsibility of the Governors and they review this Policy annually. This is done through discussion with the Head Teacher, in which the Head Teacher reports on the effectiveness of the Policy. This can also be when requested by the Governors at any point during the year. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.