



Anti -Bullying Policy

Policy Statement

The governing body and staff of the school are totally opposed to bullying. Bullying is wrong and can hurt children physically and emotionally. The aim of this policy is to enable pupils to be able to learn in a happy, safe and secure working environment and also to ensure a consistent approach by the school to any bullying incidents that may occur.

This Policy has been compiled with reference to the DFE guidelines and in consultation with parents, staff and pupils.

Procedures

1. Recognising the Signs of Bullying

What is Bullying (Department for Education 2012)

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. 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. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

Staff will watch out for any signs of the following forms of bullying:

- physical
- verbal
- indirect, eg spreading rumours or social exclusion

Cyber Bullying

Bullying is not just confined to the physical world but can take place through the inappropriate use of modern technology e.g text, social websites and email. The school has a comprehensive E- Safety Policy and ensures that children are

aware of existence of bullying in this form, know how to report it and are educated to understand it is totally unacceptable and is as serious as any other kind of bullying and the procedures stated within this policy would therefore apply.

The school

The school recognises that any pupil can be bullied but certain factors that can make bullying more likely are:

- a lack of close friends in the school
- shyness
- race, religion, social class or sexual orientation
- a disability or some other obvious difference, eg stammering, birthmarks etc.

Teachers need to sensitively be aware in these cases to ensure bullying is not taking place, whilst treating all children with equal respect and dignity.

Staff will suspect bullying may be occurring if one or more of the following is evident. A child:

- becomes withdrawn or anxious
- shows a deterioration in his/her work
- starts to attend school erratically
- has spurious illnesses
- persistently arrives late at school
- prefers to stay with adults.

2. Preventing Bullying

The school will take every opportunity to demonstrate to pupils, through its daily Christian ethos, through the Curriculum, especially through the use of PSHE materials, daily interactions with children, reinforcement of the school's Golden Rules and specific bullying assemblies, that it is totally opposed to bullying, including cyber bullying (see E Safety and Behaviour Policies). The School engages relevant external providers to share Anti Bullying dramas- Saltmine Company in particular to support the school in this aim.

Staff will always take positive action where they suspect bullying may be happening, and will implement this policy where cyber bullying has been alleged to have taken place outside of school hours as well as within the school day.

Children will always be encouraged to report any incidents of bullying to a teacher or another adult at school. The use of *playground buddies* is another way of children reporting bullying incidents.

The school will ensure that all staff, pupils and parents, are aware of the school's anti-bullying policy.

Staff will praise and encourage pupils when they show kindness and consideration to others.

3. Dealing with Bullying Incidents

Any incidents of bullying will be taken seriously and dealt with as quickly as possible always working closely with the parents.

Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.

In dealing with bullying, school staff will:

- not make premature assumptions
- listen to all accounts of the incidents
- adopt a problem-solving approach that encourages pupils to find solutions rather than simply justify themselves
- make regular follow-up checks to ensure that the bullying has not resumed.

4. What happens where a child is bullied

Staff who receive a report of a bullying incident from a pupil, will:

- listen to the pupil's account of the incident
- reassure the pupil that reporting the bullying incident was the right thing to do
- make it clear to the pupil that he or she is not necessarily to blame for what has happened
- explain that the pupil should report any further incidents to a teacher or other member of staff immediately
- ensure that they have all the details of each incident in order that the appropriate action can be taken
- Discuss the matter with parents to agree ongoing strategies

5. Advice to Pupils

The school will advise pupils who are caught up in bullying incidents to:

- stay calm and look as confident as possible
- be firm and clear, look the bully in the eye and tell them to stop
- get away from the situation as quickly as possible
- immediately tell an adult what has happened
- apply any strategies that their class may have agreed to use

6. Helping the Bullies to Change

Staff will spend time to help pupils who have bullied others to change their behaviour.

If a pupil is bullying others, staff will:

- talk to the pupil and explain that bullying is wrong and makes others unhappy

- discuss with the pupil how to join in with others without bullying
- talk to the pupil about how things are going at school, his or her progress and friends
- give the pupil lots of praise and encouragement when he or she is being kind and considerate to others.
- Discuss the matter with parents to agree ongoing strategies

7. Sanctions for Bullying

If the preventative measures do not succeed, persistent bullying will be dealt with using the criteria in the school's behaviour policy.

8. Recording Incidents

Where appropriate, incidents of bullying and discussions with the pupils involved will be recorded. The Head keeps a record of pupil incidents in a confidential file. Records are in date order.

9. Working with Parents

The school will ensure that parents are aware of the school's anti-bullying policy.

Parents, carers and families are often the first to detect signs of bullying. The school will, therefore, encourage parents who suspect that a child is bullying or being bullied to immediately contact the school and make an appointment to see the child's teacher as soon as possible.

Parents and carers will be informed of incidents and involved in discussions. The school will discuss with parents how they can work together to stop the bullying.

11. Monitoring and Review

This policy will be monitored each term by the Head as part of the day to day running of the school and annually by the governing body.

This policy was shared and reviewed whole school via the School Council
Summer 2015

Adopted by Governors: March 2011

Reviewed by Governors June 2015