



Anti-bullying Policy

Date of this review: Spring 2017

Date of next review: Spring 2019

Signed Headteacher:

Signed Chair of Governors:

Date:

Date:

1 Introduction

- 1.1 Bullying is the persistent action taken by one or more persons with the deliberate intention of hurting another person or persons, either physically or emotionally.
- 1.2 Actions may include invalid criticism, teasing, social exclusion, interference with property, intimidating behaviour or physical assault.

2 Aims and objectives

- 2.1 Bullying is wrong and can damage children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- 2.2 We strive to provide a safe and secure environment where all can learn and develop without anxiety.
- 2.3 Adults will have consistent and measured approach towards bullying.
- 2.4 All members of our community have responsibilities with regard to promotion of positive behaviour and to supporting children.

3 The role of governors

- 3.1 The governing body supports the Headteacher in all aspects of behaviour deemed to be bullying. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school at any level, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- 3.2 The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors about the effectiveness of school anti-bullying strategies.
- 3.3 The governing body responds within ten 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.

4 The role of the Headteacher

- 4.1 It is the responsibility of the Headteacher to implement the school anti-bullying policy and to report to the governing body about the effectiveness of it.
- 4.2 The Headteacher ensures that all members of the community know that bullying is wrong, and that it is unacceptable behaviour in this school.
- 4.3 The Headteacher ensures that all staff are able to deal with incidents of bullying and that they know who to ask for support when necessary.
- 4.4 The Headteacher sets the school climate of positive behaviour and support (children who have good self-esteem / image and belong to a friendly and welcoming school are less likely to be involved in or the victim of bullying).

5 The role of staff

- 5.1 Staff will take all forms of bullying seriously, and act positively in order to prevent incidents from taking place.
- 5.2 A restorative approach will be taken in order to: find out what has happened; identify how those involved feel about what has happened; understand how those involved have been affected; decide what needs to be done in order to make things better and to avoid repeated incidents.
- 5.3 Parents will be asked to attend restorative meetings as appropriate.
- 5.4 Staff will keep records of incidents that happen during school time (this includes any activity taking place outside of the school day but which is related to school, including the journey to and from school). These

records will typically include a behaviour log of all those involved in suspected bullying (victim and bully / bullies).

5.4 Staff will discuss incidents of bullying with Senior Leaders and will be responsible for keeping parents informed. The Headteacher will work with the class teacher to ensure that appropriate action is taken in all cases of bullying; this may include:

- Restorative meeting with all persons involved, including parents when appropriate
- Positive support for victim and offender in the form of actions and targets which must be met
- Meetings to review targets & relationship
- Withdrawal of privileges for the offender, supervision at social times and / or periods of internal isolation
- Fixed term, or in the most serious cases, permanent exclusion.

6 The role of parents

6.1 Parents who suspect that their child is involved in bullying (victim or bully) should contact their child's class teacher immediately.

6.2 Parents have a responsibility to support the school's anti-bullying policy by being a positive member of our school community. This includes modelling the behaviour which we would expect of our children and expecting this behaviour of their child.

6.3 Parents should ensure that the use of communication technology (this includes texting, email and the use of social networking sites) is managed appropriately – both that of the parents and the child – in order that positive relationships are maintained with all members of our community. Face to face meetings, using strategies which enable people to have difficult conversations, will be the medium by which we resolve issues.

7 Monitoring and review

7.1 The policy and practice within the school is monitored regularly by the Headteacher, who in turn reports the effectiveness to governors.

7.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, and through discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.