



Policy – Anti-bullying

Date – September 2016

Review Date – September 2018

Based on – NSPCC guidance 2015

Signed by the Headteacher

Name _____

Signed on behalf of Governors

Name _____

Aims of our school

1. Enable all pupils to reach their highest level of achievement and attainment in all areas of the curriculum.
2. As a church school, promote high standards of spiritual and personal development, recognising that this includes activities undertaken outside the school day.
3. Develop and implement consistent whole school policies which help children towards self-discipline and respect for themselves and others.
4. Maintain a well ordered and stimulating working environment by the use of effective classroom organisation, attractive displays and the ongoing development of the school grounds.
5. Encourage all pupils to become involved in the development of the school and grounds, to appreciate our surroundings and to develop a sense of responsibility for its upkeep.
6. Ensure that the statutory requirements of the National Curriculum are met and that the provision is both appropriate and relevant for each child.
7. To have assessment and planning procedures that ensure the continuity and progression of learning required for each child to reach his or her full potential.
8. Emphasise the vital and continuing role of parents in their child's education and involve them in that process through regular consultation and communication.
9. Ensure that all individuals working in the school receive the resources and training necessary to enable them to carry out their roles effectively and encourage continuing professional development.
10. To work with St Mary's church, the other local churches and the local community through regular visits and participation in local events.

Our Vision

Our school is strongly committed to providing a happy, secure and attractive environment in which all members of our school community - children, teachers, parents, ancillary staff and governors - work together in an atmosphere of friendship, tolerance and understanding. We strive to ensure that the children in our care are able to make the most of their educational opportunities and experiences, with the ultimate aim of preparing them for a confident and responsible adult role within our ever changing society.

Meeting the spiritual, emotional, intellectual and physical needs of our children, whatever their ability, is our priority. The provision of an accessible and appropriate curriculum is based on legal requirements and the needs identified within the school. To enable teachers and other staff to meet these demands, they will be supported professionally through access to relevant training. There will be careful and sensitive management of human, physical and financial resources to enable the school to make the most of educational and professional opportunities.

Central to the values expressed in our school is respect. Through respect, each one of us can recognise our own worth, the value in being part of the school community and also appreciate the rich diversity of the wider community. We promote a sense of respect for each other, responsibility towards property and an active concern for the needs of our local area, our country and the wider world. Recognising and valuing the different strengths, weaknesses and experiences each member of our community brings helps us support each other.

Our school places great value on its Christian values and works closely with St. Mary's Church, other Burley in Wharfedale churches and the local community. We place particular importance on involving parents through recognising and valuing their continuing role in the education of their children. By listening to their concerns, we hope to promote an atmosphere of mutual respect and a shared role in helping each child to reach their full potential. We develop appropriate codes of behaviour that support the values and aims of our school, ensuring that we can work together to provide the best possible education for all our children.

At Burley and Woodhead CE Primary School, we are strongly committed to providing a happy, secure and attractive environment in which all members of our school community - children, teachers, parents, ancillary staff and governors - work together in an atmosphere of friendship, tolerance and understanding. We strive to ensure that the children in our care are able to make the most of their educational opportunities and experiences, with the ultimate aim of preparing them for a confident and responsible adult role within our ever changing society.

Aims of policy

The aim of this policy is to ensure that all children can learn and achieve in a safe environment without fear of being bullied. Our vision is that all members of our school community work together in an atmosphere of friendship, tolerance and understanding. However, we recognise that incidents of bullying may still occur and this policy aims to give clear guidelines to staff, parents and children about how to detect bullying and the actions that should be taken to deal with issues effectively.

What is bullying?

Bullying is defined as a deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves, resulting in them feeling hurt, threatened or frightened. We believe there are a number of different types of bullying:

Cyber	all areas of the internet, such as email and social networking mobile threats by text messaging and calls misuse of associated technology, i.e. camera and video facilities
Emotional	excluding from a group, humiliating, ridiculing, tormenting
Indirect	spreading stories about someone, making repeated negative comments about someone
Physical	pushing, kicking, hitting, punching or any use of violence
Racist	racial taunts, graffiti, gestures, making fun of someone's culture
Sexual	unwanted physical contact or sexually abusive comments
Verbal	name-calling, insulting, sarcasm, spreading rumours, teasing

Burley and Woodhead CE Primary School works hard to ensure that children know the difference between bullying and general "falling out" which happens as a normal part of growing up. Some incidents of name calling between children can be resolved quickly, sometimes with the intervention of an adult, and no further action may be taken as the incident can be dealt with as part of the school's behaviour policy. However, all staff are encouraged to look for signs that any incident has a deeper root, such as bullying.

Signs a child is being bullied

Staff are aware of signs of possible bullying:

- A decline in school work
- Changes in the child (withdrawn, tearful, lacking in confidence)
- Changes in sleeping/eating patterns (nightmares, bed-wetting)
- Unexplained cuts or bruises
- A child becoming aggressive or otherwise unreasonable
- Is unwilling to go to school (school phobic)
- Starts stammering
- Feels ill in the morning
- Has possessions which are damaged or “go missing”
- Is afraid to use the internet or mobile phone

The role of the Headteacher and staff

The Headteacher is responsible for implementing the school’s anti-bullying strategy and ensuring that all governors, staff, parents and children are aware of the school policy and how to deal with incidents of bullying.

The Headteacher and staff will:

- Maintain a climate where children feel safe, secure and supported,
- Encourage children to report bullying to any member of staff,
- Take all forms of bullying seriously,
- Monitor children for signs they are being bullied,
- Encourage children to use the worry box in the classroom and check the worry box on a daily basis,
- Talk to the children regularly about acceptable and unacceptable behaviour as part of PSHE lessons,
- Hold a focus safety week each year teaching children about recognising bullying behaviours and keeping themselves safe from all forms of bullying,
- Not label a child as a “bully” but recognise that they are exhibiting bullying behaviours which are unacceptable.

If bullying is suspected:

- Incidents of bullying are recorded by staff on a school behaviour form (copies in the staffroom and on the teacher’s shared area on the network) and passed to the office. School behaviour forms are then recorded in SIMS each week and analysed by the Headteacher and Learning Mentor.
- All staff are notified of possible bullying issues in the Friday briefing and the children involved closely monitored during the day, especially at playtime and lunchtime.
- Both the victim and child who is exhibiting bullying behaviours will be referred to the Learning Mentor (referral forms are in the staffroom and on the teacher’s shared area on the network) for pastoral intervention.
- If the bullying behaviour continues, the Senior Leadership Team will become involved and parents will be informed. Parents will be invited into school to discuss the problem and work together with the school to find resolutions.
- In repeated or serious cases, the school may follow the following sanctions: lunchtime exclusion, in school exclusions, fixed term exclusion, permanent exclusion.

The role of children

To help prevent bullying in school, children are taught to:

- Treat each other the way they would like to be treated,
- Try to settle any differences with another child in a non-threatening way,
- Tell an adult about any concerns they have about the way another child is treating them,
- Use the worry box in each classroom or the Whisper tool on the school website if they don't feel they can speak to an adult,
- Report any incidents of bullying that they might witness either through the Whisper tool that is on the school website and shown to the children on a regular basis or by reporting directly to an adult

The role of Parents

To help prevent bullying in school, parents are advised to:

- Contact their child's class teacher straight away if they suspect their child is being bullied or is exhibiting bullying behaviour towards another child,
- Support the school's anti-bullying policy

Incidents of members of staff being bullied (also see Safe Working Practice policy)

As part of our commitment to ensure that all members of our school community work together in an atmosphere of friendship, tolerance and understanding, we acknowledge the right of every member of staff to work in an environment that is free from bullying. This includes bullying by another member of staff, parent or member of the wider community.

Any incidents of bullying against a member of staff will be reported to the Headteacher and investigated. If necessary, the member of staff who has been bullied will be referred to Occupational Health for further support and/or the police will be contacted. Any substantiated incident will be reported to the Governing Body and any appropriate action taken.

The role of the Governing Body

The Governing Body supports the school in all attempts to eliminate bullying from our school and expects that any incidents of bullying are taken seriously and dealt with appropriately.

The governors require the Headteacher to keep accurate records of serious or persistent incidents of bullying. The Governing Body monitors any incidents of bullying that do occur and reviews the effectiveness of the policy every year.

Monitoring, Evaluation and Review

The anti-bullying policy will be promoted and implemented through school. The school will review the policy annually and feedback will be requested from staff, parents, children and governors through regular surveys in order to assess its implementation and effectiveness.

The Headteacher will monitor incidents of bullying and report to the Governing Body in the Headteacher's Report to Governors.