



ST.BEDE'S R.C.V.A

PRIMARY SCHOOL

St Bede's is a community
Of faith, love and respect
Inspiring us to achieve

Anti-Bullying Policy

Policy Dated- December 2018
Adopted by St Bede's Governing Body
Date next reviewed- December 2019
Headteacher Signed- T Worrall
Chair of Governors Signed- D>wallace

Anti-bullying Policy

Introduction

Bullying is action taken by one or more children/people with the deliberate intention of hurting another child/person, either physically or emotionally. This policy aims to produce a consistent school response to any bullying incidents that may occur.

Aims and Objectives

Bullying is wrong and damages individual children/people. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

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 eradication of bullying in our school.

We aim to have a policy of '*see it, say it*' from the perspective of a pupil, professional (staff) and parent.

The role of governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors and reviews the effectiveness of the school policy regularly.

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 to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children/adults know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children/adults to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly, R.E or PHSE lesson as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished. Where it is felt appropriate.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying and that regular discussion takes place in staff meetings to avoid incidents.

The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children/adults feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class or in school. They inform the headteacher of all incidents, more serious behaviour is recorded on the Behaviour Log.

If teachers witness an act of bullying, they do all they can to support the child/adult who is being bullied. It is hoped that a single incident will not re-occur but if a child/adult is being bullied

over a period of time, the Headteacher will inform the child's parents to discuss the problem or speak to the adult in question.

All incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school must be reported to the school and will be treated seriously.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services.

Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

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

The role of parents

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.

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.

Monitoring and review.

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

Definition of some terms that may be used with regard to anti-bullying:-

Discrimination – is defined as an act which has the effect of treating a person less favourably than another on the grounds of sex, race, religious belief, disability, sexuality or age

Harassment – is defined as 'unwanted conduct that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment'. This may be persistent or an isolated incident.

Bullying – can be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate or injure the recipient.

Victimisation – is defined as an act of discrimination or harassment or bullying against a person because it is suspected or known that person has raised a concern or made a complaint or given evidence or information regarding the concern or complaint.