



ARCHBISHOP RUNCIE CE FIRST SCHOOL

ANTI-BULLYING POLICY

Rationale

Archbishop Runcie First School is a Church of England First School. In harmony with the Christian ethos of the school our anti-bullying policy is rooted in the teachings of Jesus Christ. At Archbishop Runcie First School we believe that no child or adult should feel threatened or excluded by the words or actions of others. It is our intention to build and maintain an effective, caring and safe environment where co-operation, friendship and forgiveness are valued and maintained.

In this school all children are equally valued and listened to and they can expect to have their problems dealt with fairly and efficiently.

Bullying is persistent and deliberate physical, verbal or emotional torment by a single person or a group. We regard bullying as particularly serious and always take firm action against this as soon as incidents are brought to our attention.

Aims

1. To work towards a positive and caring ethos within the school.
2. To create a supportive, listening environment where action is taken and followed through.
3. To support the needs of both victim and bully.
4. To ensure adequate supervision at playtimes and constantly work towards improving the general behaviour of the school.
5. To communicate clearly our policy and practice to children, parents and governors.
6. To increase our awareness of the range of behaviour which constitutes bullying and possible symptoms of it occurring.

Guidelines

1. Children are frequently encouraged to report incidents of bullying and anti-social behaviour to their teacher or another appropriate adult;
2. Opportunities will be provided for those children involved to report incidents in confidence;
3. The Headteacher must be informed of any incident or query from a parent so that appropriate investigations can be made;
4. Staff will listen to concerns expressed by children and be aware of the frequency, severity and the recurrence of named children's involvement;
5. Advice and help will be sought from the appropriate agencies, eg Behaviour Support Service, Education Welfare Officer, Education Psychology Service, if deemed necessary;
6. Close supervision will limit occasions for trouble to occur.
7. All staff will recognise, reinforce and reward kind and caring behaviour, as outlined in our Policy for Promoting Positive Behaviour;
8. Praise and reward will place a high value on non-aggressive behaviour.
9. Children will be taught and encouraged to use non-confrontational ways of resolving conflict.

Formal Procedure for Dealing with Complaints of Bullying

1. The child (or child's parent) reports any incident of bullying to the class teacher or another appropriate adult within school;
2. The Headteacher is made aware of allegations. (The Headteacher informs the Governing Body at each meeting of any allegations or incidents);
- 3a. The class teacher and child concerned will keep a diary of events and incidents of perceived bullying (recording time, place and any witnesses to the alleged incident). This will be reviewed by the class teacher and another member of staff within a few days. The concern will be brought to the attention of all staff and recorded in the Pastoral Concerns file in the staff room;
- 3b. The person/s accused of bullying will be reminded of the school's behaviour policy and asked about bullying in a general way, not referring to specific complaints or individuals. If they are bullying they will be reminded to stop. Class teachers can also take an opportunity to reinforce PSHCE issues with the whole class;

4. The class teacher will continue to monitor the situation and will check after an agreed period of time to ascertain whether the problem has ceased and again half a term later.

IN MANY CASES THE PROBLEM IS RESOLVED AT THIS STAGE. IF THERE IS A MORE GENERALISED OR PERSISTENT PROBLEM THEN THE FOLLOWING STEPS ARE TAKEN:

5. The parents of all children involved will be informed of the situation and of the action taken to date;
6. Parents will be invited to become involved in the resolution of bullying incidents which affect their child;
7. The Education Welfare Officer may become involved;

If further action is required reference can be made to the Pupil Discipline Committee of the Governing Body. Exclusion is not an automatic response to bullying. Support for both the victim and bully are essential and a proactive, educational approach taken to modify behaviour.

Every Child Matters Agenda

This policy contributes to the Ever Child Matters Agenda by helping children to

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution

Conclusion

Bullying leaves people feeling worthless, traumatised and frightened to come to school. It is our intention that this should not happen at Archbishop Runcie First School and so therefore all staff will actively promote the school code of behaviour, support an environment in which children are encouraged to report behaviour they are unhappy with and challenge any bullying which may occur.

This policy will be reviewed every two years or earlier if deemed necessary.

Date	Reviewed / updated	Staff Involved
December 2002	Reviewed	All staff
November 2003	Updated DRAFT	All staff / youth worker All Saints
September 2004	Reviewed	All Staff
May 2006	Reviewed	All Staff
March 2008	Reviewed	All Staff
June 2010	Updated	KM & JRo
Dec 2012	Reviewed	KM & BA
Feb 2013	Reviewed	Governors C&P cttee