



Be the Best You Can,
Guided by God

Bolney C. E. Primary School

Anti-bullying Policy

Introduction

At Bolney CE Primary School we consider it of great importance that pupils and adults have positive personal relationships with other pupils and staff. We aim to positively promote an environment where pupils are confident in sharing their concerns, including any experiences of bullying. Our four key Christian values of Love, Respect, Honesty and Resilience guide us to create a positive and caring climate throughout the school.

Our Definition of Bullying

Repeated action taken by one or more people with the deliberate intention of hurting another person or group of people, either physically or emotionally.

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and other pupils can be drawn in by group pressure. It is undermining, threatening, distressing and intimidating to the person/people being bullied. Bullying is not an inevitable part of school life or a necessary part of growing up. It is clear that certain jokes, insults, intimidating / threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the school. Bullying is wrong and will not be tolerated. Bullying complaints will be dealt with firmly, fairly, promptly and confidentially.

Aims

Here at Bolney CE Primary School we believe that all pupils and staff have the right to learn and work in a supportive, caring and safe environment. We have a clear policy on the promotion of good behaviour (please see the Behaviour Policy).

What is bullying?

Bullying can occur through several types of persistent anti-social behaviour. It may occur in a variety of forms:

Emotional – being deliberately unfriendly, excluding, tormenting, intimidation

Physical – pushing, kicking, hitting, punching or any use of violence

Verbal – name calling, malicious sarcasm, spreading rumours, malicious teasing. It may be directed towards gender, ethnic origin, physical / social disability, or personality, etc.

Racist – racial taunts, graffiti, gestures

Sexual – unwanted physical contact or sexually abusive comments

Damage to property or theft – taking personal property or coercing a pupil to hand over property to them

Cyber – email, social media or messaging misuse, telephone calls or misuse of associated technology such as camera or video facilities

Procedures

If a pupil, parent or volunteer reports a case of possible bullying they will be taken seriously and every effort will be made to discover the facts. The child's class teacher will investigate by discovering the facts through speaking to both the victim and the bully. There should be an emphasis on finding solutions. The Learning Mentor may be involved with speaking and working with both parties.

If the class teacher's investigations reveal an incident of bullying, they will report it to the Headteacher as soon as possible. The Headteacher will counsel the pupils and speak to the parents if the class teacher has not already done so.

Pupils who have been the recipients of bullying should be reassured that they have done the correct thing by telling someone. All cases of bullying will be recorded and monitored by class teachers and the Headteacher.

All staff, including lunchtime staff and support staff, will be informed to raise awareness.

All adults in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. All adults are encouraged to record significant incidents that happen in their class and that they are aware of in the school.

Class Teachers and Support Staff

It is the role of the teacher and support staff to model and teach:

- Respect, compassion, friendship and justice in order to prevent bullying in school.
- The wisdom as to what bullying is so that all children have a share understanding.
- Strategies on how to deal with difficult situations so that they develop life skills.

If class teachers or support staff witness an act of bullying, they must do all they can to support the child who is being bullied and deal with the issue immediately. They must inform the Headteacher and the involved children's class teacher/s as soon as possible. The Headteacher will liaise closely with the involved children's parents. If any adult witnesses an act of bullying, they should report the event to the Headteacher or a senior member of staff in their absence.

Dealing with the issue is likely to involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. Time will be spent talking to the child who has bullied: explaining why the action of the child was wrong, and endeavouring to help the child change their behaviour in future. The child's parents are invited into the school to discuss the situation and to work together to support the child. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies.

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.

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 incidents of bullying on a termly basis and about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

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

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 the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The Governing Body has the responsibility to respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body will notify the Headteacher and ask him/her to conduct an investigation into the case and to report back to a representative of the Governing Body.

Parents and carers

Parents and carers 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 and carers have a responsibility to support the school's anti-bullying policy and to actively encourage their children to share concerns and show respect to others.

Monitoring

The Headteacher monitors the effectiveness of this policy on a day-to-day basis, reports to the Governing Body on the effectiveness of the policy and, if necessary, makes recommendations for further improvements.

The school keeps records of incidents of bullying which are monitored by the Headteacher.