



Anti-bullying Policy

Statement of intent:

We are committed to providing a caring, friendly and safe environment for all of our children so that they can learn in a relaxed and secure atmosphere, bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Bullying is:-

- Deliberate and intentional
- Undertaken by one or more children
- On-going over time

Bullying can be:

- Emotional being unfriendly, excluding, tormenting
- Physical pushing, kicking, hitting, punching, or any use of violence
- Racist racial taunts, graffiti
- Sexual unwanted physical contact or sexually abusive comments
- Verbal name-calling, sarcasm, spreading rumours.
- Cyber all areas of the internet, such as emails and internet chat room misuse; mobile threats by text messaging
- Homophobic and transgender. focused on issues of sexuality.

Aims and objectives:

To develop a school ethos in which bullying is regarded as unacceptable

To create a safe and secure environment where all can learn without anxiety

To produce a consistent school response to any bullying incidents that may occur

To make all those connected with the school aware of our opposition to bullying and making clear each person's responsibilities with regard to eradication of bullying in our school

The role of governors:

The governing body supports the headteacher in all attempts to eliminate bullying from our school. Any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The 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 responds within ten days to any written request from a parent to investigate incidents of bullying. Governors will always refer parents to the Chair of Governors to whom the request should be addressed. 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

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 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, Anti-Bullying Week and assemblies.

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.

The role of Staff:

Staff take all forms of bullying seriously, and intervene to prevent incidents taking place.

If staff becomes aware of an act of bullying, they investigate the incident thoroughly. We actively encourage children to report any incidents of bullying of which they may be aware.

Appropriate strategies are put into place to support the victim and encourage the bully to change their behaviour.

We keep an anti-bullying file in the Headteacher's office where we record all allegations and incidents of bullying that occur both in and out of lesson time or on the children's way home or to school. If any adult witnesses an act of bullying, they should record the event on an incident form (**see appendix 1**) and pass to the Headteacher who will decide the course of action. These forms are available in the filing cabinet in the staff room, outside the Head's office and electronically on shared resources. This file is reviewed termly by SLT.

Staff 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.

The role of Parents and Children:

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.

Parents and children should report bullying incidents to a member of staff, whether they have witnessed the incident or whether they are the victim.

Monitoring and review

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying file, and by discussion with the headteacher.

Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

This policy is in line with the gender equality, race equality and disability equality policies.

Date: June 2015

Reviewed: June 2016

Reviewed and amended: June 2017

Reviewed and agreed: June 2018

Next Review: July 2019

Appendix 1:



Incident Form
Racial / bullying

Child's name:	Date:	Time:	Stage if approp:
Class teacher:	Year group and class:		
PLEASE WRITE YOUR NAME AND DATE IN EACH SECTION YOU COMPLETE			
What led up to the incident? What was the context? Where did incident occur? - classroom/toilet/hall/dining hall/library/playground/field/other (circle)			
			Name of person recording & date
Details of incident: Witnesses – please record names of adults/children:			
Child's comments / account: (use reverse if more than one child involved).			
			Child's name:
What happened after the incident? What action was taken? Who was duty teacher?			
			Name of person recording & date
Class Teacher Informed: yes/no Or TA Informed: yes/no Head or DHT aware if appropriate: yes/no	Parents contacted: by who?/when? Completed form to JL for filing. Yes/no		

