



'Inspiring a learning community for all'

ANTI-BULLYING POLICY

Date of draft: November 2011

Responsibility: Headteacher

Date of review: November 2012

1 Rationale

Every member of the school community should be able to feel secure and safe. The concept of caring for each other is implicit in the school's values, especially 'respect' and 'togetherness'. The school's ethos is such that bullying in any form is regarded as unacceptable. The school's approach is underpinned by legislation such as the Education and Inspections Act 2006; the Equality Act 2010; the Children Act 1989; and the Malicious Communication Act 1988.

2 Principles

- The school's ethos is such that bullying in any form is regarded as unacceptable and counter to its values
- We prevent bullying through instilling good behaviour in our pupils and developing positive relationships between pupils, groups of pupils and pupils and staff
- We deal with all inappropriate behaviour in accordance with our Behaviour Policy
- We support potential victims of bullying at an early stage by strategies such as 'circle of friends'
- We recognize the need to discipline children who choose to bully others, and involve parents at an early stage in this process

3 What is Bullying?

Bullying is behaviour by an individual or group, that is meant to be hurtful, it keeps happening and it hurts physically or emotionally.

Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously the school's first priority but the school also recognises that emotional bullying can be just as damaging.

3.1 Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying which can happen 24/7, with a potentially bigger audience, and more accessories as people forward on content at a click. The school uses the following resources to help support children respond to cyber bullying and to help keep themselves safe:

<http://www.beatbullying.org>

<http://www.childnet-int.org>

The school also teaches children about internet safety, using a curriculum recommended by the Local Authority. Children in years 1 to 6 are taught a unit of work entitled "Acceptable Use of Technology", which lasts approximately 6 weeks. This allows children to develop their understanding of the issues in an age-appropriate way.

4 Preventing bullying

The school prioritizes preventing bullying through a range of strategies:

- Class Golden Rules
- School assemblies
- Personal, Social and Health Education, especially focusing on developing empathy, understanding of difference and respect
- The Code of Behaviour
- Home/School Agreement
- The Courtesy Cup
- Inviting visitors into school to help create an inclusive ethos
- Providing excellent adult role models
- Implementing the Behaviour Policy systematically
- Forming 'circles of friends' to support children in danger of being bullied
- Providing effective staff training
- Celebrating success within the school community

5 Intervention to support children and to ensure a non-bullying environment

5.1 The school Behaviour Policy

All staff need to apply the Policy systematically; in this way it is clear if there is any targeted behaviour that can be described as bullying.

5.2 Recognising bullying

It is often difficult to identify when bullying is happening because it is confused with children falling in and out of friendship, or 'one-off' incidents'. As a school we see it as a vital responsibility to identify when bullying is taking place and we spend time talking to children to understand their viewpoints. It is part of our responsibility to explain what

bullying is to children and to help them feel confident in using the term as part of our community.

5.3 Involving parents

The school ensures that parents are clear that it does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied. We want parents to feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child; school also expects that they reinforce the value of good behaviour at home.

5.4 Involving pupils

Through our curriculum we expect all pupils to understand the schools' approach and to be clear about the part they can play to prevent bullying, including when they find themselves as bystanders.

5.5 Implementing disciplinary sanctions.

The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable. (See the 'Severe Clause' of the Behaviour Policy.) Anyone involved in bullying will have their behaviour dealt with various sanctions; these will always include apologising and might also include internal exclusions, missing breaktimes, not going on trips or taking part in extra-curricular activities. Persistent bullying could result in temporary or even permanent exclusions.

5.6 Using specific organisations or resources for help with particular problems.

School draws on the experience and expertise of anti-bullying organisations (such as Support Against Racist Incidents SARI) in dealing with certain forms of bullying.

5.7 Making it easy for pupils to report bullying

We want children to be assured that they will be listened to and incidents acted on. Pupils should feel that they can report bullying which may have occurred outside school including cyberbullying

6 Monitoring, evaluation and review

6.1 School Leadership Team (SLT)

SLT monitor behaviour weekly and will discuss any bullying or potential bullying at this time.

6.2 Governors

Three times a year the headteacher reports to the Children and Families Committee any bullying or potential bullying situations and how they are being dealt with.

Ref: *Preventing and tackling bullying: Advice for School Leaders, staff and Governing Bodies (DFE 2011)*