Anti-bullying Policy

This policy runs alongside the Policy for Behaviour Management, the e-safety policy and Acceptable Use Policies.

Introduction

Bullying is the persistent action taken by one or more person with the deliberate intention of hurting another person, either physically or emotionally. This includes cyberbullying, where the bullying happens through the use of technology, such as social media or text messaging.

Aims and objectives

Bullying is wrong and damages individuals. 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.

This policy aims to produce a consistent school response to any bullying incidents that may occur involving all members of our school community, children or adults and whether in person or online.

We aim to make all those connected with the school aware of our opposition to bullying and cyberbullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

The role of governors

The governing body supports the head teacher in all attempts to eliminate bullying and cyberbullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school or online, 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 or cyberbullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the head teacher to keep accurate records of all incidents of bullying and cyberbullying 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 formal request from a parent to investigate incidents of bullying or cyberbullying. In all cases, the governing body notifies the head teacher and asks her to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the head teacher

It is the responsibility of the head teacher 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 or cyberbullying. The head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The head teacher ensures that everyone knows that bullying and cyberbullying is wrong, and that it is unacceptable behaviour in this school. The head teacher draws the attention of children and staff to this fact at suitable moments. For example, if an incident occurs, the head teacher may decide to use assembly as a forum in which to discuss why this behaviour was wrong and why it needs to be punished.

The head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying and cyberbullying.They should be mindful of their own behaviour in dealing with others in person and online.

The head teacher sets the school climate of mutual support and praise for success, so making bullying and cyberbullying less likely. When we feel we are important and belong to a friendly and welcoming school, bullying and cyberbullying is far less likely to be part of our behaviour.

We run anti-bullying assemblies, have developed a school charter and annually take part in the feeling safe survey. The school council are addressing issues that have come up. We also have an e-safety club who monitor any e-safety or cyberbullying issues that arise. In addition, the children and parents are invited annually to take an e-safety survey to assess how safe children feel on the internet.

In the case of a member of staff being accused of bullying or cyberbullying – either of a pupil or another member of staff - this should be reported to the Head teacher immediately who will then follow the complaints policy. Good practice would also be to alert the Chair of Governors.

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 and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the head teacher, the teacher informs the child's parents. This is the same for cyberbullying.

We keep an anti-bullying logbook in the school office where all incidents of bullying or cyberbullying that occur outside lesson time, either near the school or on the children's way home or to school are recorded. In terms of cyberbullying, this includes any incidents that occur in or out of school, using school systems or other social media. If any adult witnesses an act of bullying, they should record the event in the logbook.

If, as teachers, we become aware of any bullying or cyberbullying 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 or cyberbullying. 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 or cyberbullying other children, we inform the head teacher and the special needs co-ordinator. 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 head teacher may contact external support agencies such as the social services or CEOP.

Teachers are supported in school, by the Head teacher and the SMT, to ensure they are equipped to deal with incidents of bullying, cyberbullying and behaviour management. Where needed, support from outside agencies can be employed, to advise or help to resolve incidents.

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. We hope that by developing good relationships through our PSHE lessons and cooperative activities, incidents of bullying or cyberbullying will be kept to an absolute minimum. In addition, e-safety is covered frequently during computing lessons as well as other suitable opportunities, for example when technology is used in other lessons.

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. If this should not be appropriate then they should contact the Head teacher.

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.

KS1 parents and all volunteers have signed an Acceptable Use Policy, which includes an outline of suitable behaviour online.

Monitoring and review

This policy is monitored on a day-to-day basis by the head teacher, 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 in line with the cycle of policies. They do this by examining the school's anti-bullying logbook, and by discussion with the head teacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Reviewed September 2014
Second Review January 2016
Reviewed July 2020
Signed: Sarah Sumner