



**Leader: Headteacher**

**Governor Link: Staffing, Curriculum and Standards Committee**

## **Introduction**

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

## **1 Aims and objectives**

- 1.1** Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- 1.2** We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 1.3** This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 1.4** We aim to make all those connected with the school aware of our opposition to bullying and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

## **2 The role of 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 expects the school to do all it can to eliminate bullying, realising that it will occur from time to time.

## **3 The role of the Headteacher**

- 3.1** 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.
- 3.2** 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, and why a pupil is being punished.
- 3.3** The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

- 3.4** 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.
- 3.5** The Headteacher will always add the theme of `Anti-bullying` when there is a National Anti-bullying week, to assembly rotas.

#### **4 The role of the teacher**

- 4.1** Teachers and Nursery Nurses 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.
- 4.2** If teachers or Nursery Nurses, 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 Headteacher, the teacher informs the child's parents.
- 4.3** If, as teachers or Nursery Nurses, we become aware of any bullying 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. 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 other children, we inform the Headteacher 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 Headteacher may contact external support agencies such as the behaviour support team.
- 4.4** Teachers/ Nursery Nurses 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.

#### **5 The role of parents**

- 5.1** 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.
- 5.2** 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.

#### **6 The role of children**

- 6.1** To report incidents straightaway.
- 6.2** To treat others as you would like to be treated.

#### **7 Formal Procedure for Complaints**

##### **For all Staff, Part-time and Full-time**

- 7.1** All complaints go to Class teacher, Nursery Lead and then the Headteacher.

- 7.2 Record all incidents and discussions with all children involved.
- 7.3 Teachers will involve parents and explain action taken, why and what they can do to reinforce and support.

**If further action is required**

- 7.4 Report to Governors.

**8 Informal Procedure**

- 8.1. Be aware and tackle any racist or sexist language, i.e. Equal Opportunities Policy. All racist language must be reported to the Headteacher who is legally obligated to report to the Local Authority.
- 8.2 Give support to both victim and bully. Victim needs self-esteem and self-value. Bully needs to work with others (co-operation rather than competition). Do not bully the bully - find out why they are bullying.

Reward non-aggressive behaviour in school.

Follow up, to support victim and prevent re-occurrence.

Make clear to parent unacceptability of bullying, i.e. no 'hit him/her back' attitude.

Help children to see other point of view - 'How would you feel if?' Make them aware of newcomers/loners or shy children.

In-service training/discussion/staff conferences.

**9 Monitoring and review**

- 9.1 This policy is monitored on a day-to-day basis by the Headteacher.
- 9.2 This anti-bullying policy is the Governors' responsibility and they review its effectiveness annually.

Previously Reviewed: November 2016  
This Review: December 2017  
Next Review: December 2020

Policy agreed and adopted by: Health, Safety and Premises Committee at meeting held on 10<sup>th</sup> January 2018.

Signed: \_\_\_\_\_ Date: 10/01/18  
J Mackintosh, Chair of Health, Safety and Premises Committee