



Anti – Bullying Policy

1. Introduction

This policy is applicable to all pupils including those in EYFS.

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

There are different forms of bullying which can include: racial, religious, cultural, sexual/sexist, homophobic, special educational needs and disability and cyber (social website, mobile phones, text messages, photographs and email).

Bullying is serious and can cause psychological damage (although bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour).

2. Aims and Objectives

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone.

- a. 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.
- b. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. We aim to value tolerance and respect and develop confident, independent learners who do not accept any bullying. This is part of our school aims.
- c. This policy aims to produce a consistent school response to any bullying incidents that may occur. This policy must be read in connection with the Behaviour, Discipline and Exclusion policy and Child Protection Policy. School does not tolerate bullying of any kind. Serious incidents are recorded by the class teacher, the child is punished by missing playtimes, clubs or a match. Parents are contacted and in severe cases of persistent bullying exclusion may be necessary. Incidents are noted in class books and on our electronic daybook.
- d. 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. Through initiatives such as Circle Time, assemblies, plays, school council and an Anti-Bullying Charter, we encourage our pupils to promote our School as a bully free zone. Pupils are encouraged to tell their class teacher or another adult in school if they are unhappy or feel they are being bullied. Information is shared at 8.25am briefings and electronically on the day book. The weekly Merit Book and Assembly Systems where Infants and Juniors are rewarded for good work, behaviour, manners and conduct is seen as a positive re-inforcement of School Policy.

Parents have an opportunity to feed back to Class Teachers and the Headmistress on a daily basis and at Parents' Evenings. Questionnaires are also sent to parents to invite feedback regarding bullying and pastoral care. Last questionnaire in May 2017.

3. The Role of the Board of A for E Ltd

- a. The Board of A for E Limited supports the Headteacher in all attempts to prevent and to eliminate bullying from our School. This policy statement makes it very clear that the Board 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 and immediately.
- b. The Board monitors the incidents of bullying that occur, and reviews the effectiveness of the School Policy regularly. The Headteacher is required to keep accurate records of all incidents of bullying and to report to the Board on request about the effectiveness of school anti-bullying strategies.

4. The role of the Headteacher

- a. 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 Board about the effectiveness of the anti-bullying policy on request.
- b. 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.
- c. The Headteacher ensures that all members of Staff receive sufficient training to be equipped to deal with all incidents of bullying. Staff are encouraged to ensure that children can be seen at all times during break times (children should not be hiding in the trees)
- d. 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.

5. Responsibilities of Staff

Our staff will:

- a. Foster in our pupils self-esteem, self-respect and respect for others.
- b. Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- c. Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- d. Be alert to signs of distress and other possible indications of bullying.
- e. Listen to children who have been bullied and the bully. Take what the children say seriously and act to support and protect them.
- f. Report suspected cases of bullying to Headmistress/SENCO. There are daily briefings at 8.25am where there is opportunity to raise concerns about any child.
- g. Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- h. Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures. Record incident on electronic day book. Inform all staff dealing with bully and the bullied. Inform Headmistress who will inform parents when necessary.
- i. Frequent internet safety days and assemblies are held to alert children to dangers of cyber-bullying. Internet Safety Assembly by Community Police Officer (PCSO Matt Fromm) September 2015. Internet Safety day held February 2017.

6. Responsibilities of Parents

We ask our parents to support their children and the school by:

- a. Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- b. Advising their children to report any bullying to Headteacher or Deputy Headteacher and explain the implications of allowing the bullying to continue unchecked, for themselves and other pupils.
- c. Advising their children not to retaliate violently to any form of bullying.
- d. Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- e. Keep a written record of any reported instances of bullying.

7. The Responsibilities of Pupils

We expect our pupils to:

- a. Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- b. Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- c. Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets. Everyone has a right to be happy in our school.

Reviewed Date	Reviewed by
25th September 2014	Mrs Korcz/Mrs Harman/Mrs Marshall and Teaching Staff
11.10.2016	KAK/PH and Teaching Staff
18.5.2017	KAK