



## ANTI-BULLYING POLICY

*Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms, but the main types are physical (e.g. hitting, kicking, theft), verbal (e.g. name calling which may include names about individual characteristics, ethnic origin, nationality or colour, sexual orientation or some form of disability\*) or indirect (e.g. spreading rumours, excluding someone from social groups) (DfEE Circular 10/95)*

(\* For any bullying incident which includes racism, the CSF Guidelines for dealing with Racial Harassment will be referred to.)

### Aims

- Promote the school code of conduct and behaviour and discipline policy so that expectations of behaviour are clearly understood by all of the school community.
- Make clear that the school community is opposed to any deliberate hurtful behaviour and does not tolerate violence or cruelty in any form to any member of the school community.
- Ensure all complaints of bullying are received seriously and respected; and recorded for monitoring purposes.

### Practice and Procedures

- The school policy regarding anti-bullying, behaviour and racial harassment is reviewed annually with all teaching and non-teaching staff and in consultation with pupils. Staff knowledge and understanding of dealing with incidents of bullying are supported through induction, INSET, clear procedures for response to classroom or playground difficulties and regular staff meetings where feedback and information can be shared.
- The school takes opportunity to explain its objections to bullying to pupils through the curriculum in order to give pupils an understanding of what bullying is and to develop skills to prevent and deal with bullying situations. PSHCE activities encourage children to develop friendship skills and encourage empathy skills. Whole school assemblies are used to promote and encourage the school code of conduct and explore feelings and responses to different situations. Through the School Council, collaboration and co-operation is encouraged between staff and pupils. The school publishes this policy, the Behaviour and Discipline policy and the eSafety policy to all parents, stating clearly the procedure used for the school's response for incidents of bullying.

- The school invites parents to contact the school at the first signs if they are worried that their child is being bullied and makes every effort to support any pupil who has been subject to bullying by providing time and place to listen and to work with the child so they are confident that they are supported. The school informs parents of the steps being taken to deal with any incident involving their child.
- The school takes opportunity to explain its objections to bullying to parents by publishing this policy and the school's Behaviour and Discipline policy, which includes the school's code of conduct, on an annual basis and to all new parents whose child takes up a place during the school year.
- The parents of any offender will be informed of any bullying incident and of the school's policy not to tolerate such behaviour. The nature and response to an incident is made known to staff and recorded. The school will seek to work in partnership with the offender and parents to take steps to ensure, as far as possible that such behaviour is not repeated. In the instance of repeated bullying behaviour, the school makes appropriate use of their referral procedures and works collaboratively with external agencies. If all strategies fail to gain a response, a period of exclusion will be considered (see Behaviour and Discipline policy).

### **Staff Training**

- Regular staff meetings facilitate opportunity for all members of staff to raise issues and discuss support for any child who is being bullied or is bullying.
- External agency advice and documents are provided to support staff in recognising signs and symptoms of bullying and guidance on responding to it.
- The school promotes the use of Peer Supporters to support all vulnerable children.

### **Monitoring**

- Any incidents of bullying are recorded and reported to the Governing Body in the Head's Report to governors each term. All incidents of bullying are recorded on the school's behaviour system in SIMS. Incidents of bullying are followed up by the class teacher / Headteacher in liaison with parents. The Headteacher reports termly to the School Improvement committee.
- The Governing Body will review the school's policy on an annual basis and assist the school in communicating the policy to all interested parties. The governing body will consult with the Headteacher to monitor the implementation of the policy.

This policy should be read in conjunction with the Behaviour and Discipline policy and the eSafety policy.

**Date:**

6<sup>th</sup> December 2017

**Review date:**

December 2018