



## **Ashton St. Peter's Church of England VA Primary School**

### **Anti-Bullying Policy**

**Linked with Home/school Agreement and Behaviour Policy**

**Ratified in July 2018**

**Update in July 2019**

#### **Introduction**

It is a government requirement that all schools have an anti-bullying policy. In 2003, Ofsted published *Bullying: Effective Action in Secondary Schools*. This was followed by DCSF guidance for schools under two headings: *Don't Suffer in Silence* and *Bullying - A Charter for Action*. This policy reflects this guidance.

DCSF guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or not spoken to).

#### **Aims and objectives**

- 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.
- We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.
- This policy aims to produce a consistent school response to any bullying incidents including cyber bullying (see E-Safety Policy) that may occur.
- 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.

#### **The role of governors**

- The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our

school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

### **The role of the headteacher**

- 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 identify and deal with incidents of bullying.
- The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. We reinforce positive behaviours and link this to our 'Values Education' Program.
- The headteacher ensures that all staff, including lunchtime staff, receives sufficient training to be equipped to identify and deal with all incidents of bullying.
- 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.
- If incidents occur the Headteacher speaks to all children concerned and situations are monitored closely by all members of the school community
- If incidents continue to occur then parents are informed and asked to support their child, reinforcing school values and the importance in adhering to school policies and procedures
- In extreme cases a meeting will be arranged between all of parents/carers and the children to discuss issues and to support all those involved with the Headteacher, class teacher and chair of Governors
- In more extreme cases, e.g. where these initial discussions have proved ineffective, the headteacher may contact external support agencies, such as the social services.

### **The role of the teacher and support staff**

- All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.
- Teachers keep their own appropriate 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 will either investigate it themselves or refer it to the headteacher.
- Teachers and support staff 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.
- When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim, and punishment for the offender.
- Time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future.
- If a child is repeatedly involved in bullying, we inform the headteacher and the special needs coordinator. We then invite the child's parents into the school to discuss the situation.
- All members of staff are very observant of pupils behaviour and follow school policy and procedures with regard to behaviour management.
- Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.
- Anti-bullying posters are displayed within the school environment.
- We implement the Governments initiative of 'Anti-Bullying Week' held annually in November across the whole school and this is an integral part of our value for November which is 'Peace'.

### **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 they are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the school's 'Complaints Procedure' Policy, as detailed on our school website, a copy of which can be obtained through the school office.

- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

### **The role of pupils**

- Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.
- Pupils are reminded of their 'Helping Hand' an activity that all children participate in wherein they identify those adults to whom they can turn to when they are worried
- Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.
- They can also put any worries they may have into the 'Worry Box' and these are addressed weekly at the School Council Meeting

### **Monitoring and review procedures**

- This policy is monitored on a day-to-day basis by the headteacher, who reports to governors on request about the effectiveness of the policy.
- The anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. Governors look out in particular for any indications of racist bullying, or bullying directed at children with disabilities or special educational needs.

The School's policy will be reviewed when:

- Annually July 2019
- The School wishes to review the policy.
- If amendments are required by the LA

**Ratified by:**

**Date: July 2018**

**Chair of Governors**