



Anti-Bullying Policy

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1. Introduction

- I. 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 DfES guidance for schools under two headings: *Don't Suffer in Silence* and *Bullying –A Charter for Action*. This policy reflects this guidance.
- II. DFE 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 (for example, being ignored or not spoken to).

2. Aims and objectives

- I. 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.
- II. 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.
- III. This policy aims to produce a consistent school response to any bullying incidents that may occur.
- IV. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities regarding the eradication of bullying in our school.

3. The role of the board of trustees

- I. The board of trustees supports the Headteacher in all attempts to eliminate bullying from our school. The board of trustees 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.
- II. The board of trustees monitors incidents of bullying that do occur and reviews the effectiveness of this policy regularly. The board of trustees require the Headteacher to keep accurate records of all incidents of bullying, and to report to the Trustees on request about the effectiveness of school anti-bullying strategies.
- III. A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of Trustees to investigate the matter. The board of trustees responds within 28 days to any request from a parent to investigate incidents of bullying. In all cases the board of trustees notifies the Headteacher and asks him/her to investigate the case, and to report back to a representative of the board of trustees.

4. The role of the Headteacher

- I. 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 board of trustees about the effectiveness of the anti-bullying policy on request.

- II. 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 an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- III. The Headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- IV. 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. The role of the teacher and support staff

- I. All the staff in our school take all forms of bullying seriously and seek to prevent it from taking place.
- II. Teachers keep records of all incidents that happen in their class, and that they are aware of in the school, via CPOMS. 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, then, after consultation with the Headteacher, the teacher informs the child's parents.
- III. When any bullying taking place between members of a class, the teacher will 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. Time is spent talking to the child who has bullied: explaining why his/her action was wrong, and that child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher and the special needs coordinator. 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 social services or the police.
- IV. All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures regarding behaviour management.
- V. 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.

6. The role of parents

- I. 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 head teacher. If they remain dissatisfied, they should follow the school's complaints procedure.

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

7. The role of pupils

- I. 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.
- II. Pupils are invited to tell us their views about a range of school issues, including bullying.
- III. Playground Buddies/ Leaders are trained to identify and support playground issues.
- IV. Ribbon Parliament work together to promote anti-bullying across the school.

8. Monitoring and review

- I. This policy is monitored on a day-to-day basis by the Headteacher, who reports to Trustees on request about the effectiveness of the policy.
- II. This anti-bullying policy is the Trustees' responsibility, and they review its effectiveness annually. They do this by discussion with the Headteacher. Trustees analyse information for patterns of people, places, or groups. They look out for racist bullying, or bullying directed at children with disabilities or special educational needs.
- III. This policy will be reviewed annually, or earlier if necessary