



Anti Bullying Policy

Approval: Full Governing Body

Review Frequency: Annually

Last Reviewed: October 2017

Date of next Review: October 2018

ANTI BULLYING POLICY



Definition

Bullying can be identified in the following way:

- Hurt has been deliberately/knowingly caused (physically or emotionally)
- Repeated incidents over a period of time
- Imbalance of power – the target feels s/he cannot defend themselves and/or the perpetrator/s are exploiting their power (size, age, status)

Rationale

“Peer on peer abuse can manifest itself in many ways. . . Severe harm may be caused to children by abusive and bullying behaviour on other children, which may be physical, sexual or emotional.

This school understands that, *“staff should recognise that children are capable of abusing their peers and this should not be tolerated or passed off as ‘banter’ or ‘part of growing up’.”*

(School’s Child Protection Policy 2016)

Aims

To minimise the chances of bullying occurring by actively promoting an ethos which is not conducive to bullying.

To help the child who is bullying others to behave more appropriately.

To make it clear to every member of the school community that bullying is not acceptable.

Guidelines

We will continue to maintain an ethos in school which will minimise the chance of bullying occurring. We do this by:

- Promoting high standards of care and respect for each other fostered by staff and pupils;
- Encouraging children to report all incidents which have upset them;
- Investigating all incidents reported;
- Having close supervision of pupils and no place where children can play out of sight;
- The use of Buddies throughout the school e.g. older pupils acting as Play Leaders at playtime to make sure children are happy.

If an incident of bullying is observed or reported it will be fully investigated.

If a member of staff considers that a child may be bullying or being bullied they must report their concerns to the Head teacher and then the child/children will be closely observed until it is certain there is not a problem.

Any incidents of bullying will be recorded in the 'Allegations of Bullying Log' kept in the Head teacher's office. This will detail the incident and names of pupils involved in the incident and staff involved in the investigation.

Investigation Process

- The teacher will first speak to the 'victim' without the 'bully' present.
 - The teacher will listen to what the victim has to say and make a written record
 - The teacher will let the victim know that the school will support them
 - The teacher may need to seek further information (evidence of witnesses).
- The teacher will then speak to the 'bully' without the 'victim' present
 - The teacher will listen to the bully and make a written record
 - The teacher may need to seek further information (evidence of witnesses)
- The victim and bully will then meet together with the teacher
 - The victim, supported by teacher, will explain how the bullying behaviour has affected him/her.
- The school, using the Behaviour Policy, will judge if a punishment is needed
 - The 'bully's' response to the situation is one of the factors that should be taken into consideration
 - The teacher will also consider that the 'bully' may be a victim of bullying themselves and may also need support.
- A full record of all alleged bullying incidents will be kept in the pupil's file and in the 'Allegations of Bullying Log'.

- In cases of repeated incidents or one serious incident, the parents of the bully and victim will be contacted by the school to meet with the Headteacher. This meeting will be recorded in writing.
- In the event of continued unacceptable behaviour we would follow the HCC recommended procedure for exclusion from school.
- All cases of bullying are reported by the Headteacher in the Head's Report at Full Governing Body meetings.

The school recognises that bullying may also occur between any of the following:

Parent/Child
Parent/Member of staff
Staff/Staff
Staff/Parent
Staff/Child

In such cases, cross reference should be made to the following policies/procedures:

- Child Protection
- E-safety
- Whistle Blowing
- Complaints
- Equal Opportunities