



Anti-Bullying Policy

Updated Feb 2015

This policy is part of the school's Positive Behaviour Policy.

It will be reviewed bi-annually and in light of any change in circumstances.

**Our Approach to bullying:**

Bullying will not be tolerated in this school. It is the responsibility of everyone to prevent it happening and this policy contains guidelines for all members of the school community.

- ❖ In our school children have the right to feel welcome, safe and happy.
- ❖ In our school we will not tolerate any unkind actions or remarks even if these were intended not to hurt.

Bullying can take many forms. The two main types are:

- ❖ Physical - hitting, kicking, taking belongings
- ❖ Emotional - name calling, insulting or racist remarks, gossiping, malicious text messaging and/or e mails, spreading hurtful and untruthful rumours, excluding someone from social groups...

Definitions are different and individuals have different experiences; however from the accounts we have heard from children and young people we consider bullying to be:

- ❖ Repetitive, wilful or persistent
- ❖ Intentionally harmful, carried out by an individual or a group
- ❖ An imbalance of power leaving the victim feeling defenceless

**AIMS:**

- ❖ We aim to prevent bullying at Culverstone Green Primary School by creating an ethos where pupils respect each other and accept differences
- ❖ We aim to raise pupils' awareness of bullying behaviour and the school's anti-bullying policy
- ❖ We aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school

- ❖ We aim to improve the play facilities so that we can provide an interesting and stimulating environment for pupils alongside quiet seating areas that can be easily supervised
- ❖ We aim to produce a safe and secure environment where all can learn without anxiety

### **The role of the Governing Body:**

1. The governing body supports the head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body 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.
2. The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The governors require the head teacher 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.

### **The role of the head teacher:**

1. It is the responsibility of the head teacher to implement the school anti-bullying policy 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 head teacher reports to the Governing Body on the effectiveness of the policy upon request.
2. The head teacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school. The head teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the head teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong and why a pupil is being punished.
3. The head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
4. The head teacher 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 head teacher will listen to the views of pupils and their experiences, stress to pupils that "telling" does not rebound on a victim and publicise how

pupils can access help and advice. E.g. through school councils, buddy systems, playground friends and the "circle of friends" model.

### **The role of the teacher:**

1. Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.
2. If teachers witness an act of bullying, they do all they can to support the child who is being bullied and the bully. If it is suspected a child is being bullied over a period of time the teacher will inform the head teacher and the parents.
3. If, as teachers, we become aware of any bullying taking place between pupils in the school, we 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. We endeavour to help children change their behaviour in future.
4. Teachers routinely attend training which enables them to become equipped to deal with incidents of bullying and behaviour management and to recognise changes in a child's behaviour that might indicate bullying is taking place.
5. Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **The role of duty staff:**

1. If duty staff witness an act of bullying, they do all they can to support the child who is being bullied. If it is suspected a child is being bullied over a period of time the member of staff will inform the class teacher and head teacher or deputy headteacher.
2. Duty staff record in the lunchtime behaviour book any incidents witnessed.

### **The role of pupils:**

1. Pupils should not engage in acts of bullying but should behave in a caring and responsible manner towards one another.
2. Pupils need to understand that 'telling' does not rebound on a victim.

3. To tell an adult of any incidents as soon as possible
4. To support their peers if they are aware another child is suffering - report any incidents to an adult.
5. Learn how to react to unpleasant behaviour in a non-violent manner.

**The role of parents:**

1. 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.
2. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

**Monitoring and review:**

1. This policy is monitored by the head teacher who reports to governors about the effectiveness of the policy on request.
2. This anti-bullying policy is a responsibility of the governing body and they review its effectiveness annually. They do this by examining the school's anti-bullying/behaviour incidents log and by discussion with the head teacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Signed: \_\_\_\_\_ Head Teacher

\_\_\_\_\_ Chair of Governors

Date:

## **Where to find help:**

The following Anti-Bullying Alliance members provide helplines for children and parents who are experiencing problems with bullying.

If you are a child or young person looking for help please call:

Child Line – 0800 1111 or go to:

<http://www.childline.org.uk/Bullying.asp>

NSPCC – 0808 800 5000 or go to:

<http://www.nspcc.org.uk/html/home/needadvice/bullying.htm>

If you are a parent concerned about your child please call:

Kidscape – 020 7730 3300 or visit [www.kidscape.org.uk](http://www.kidscape.org.uk)

Parentline Plus – 0808 800 2222 or visit [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

The Anti-Bullying Alliance and the Children’s Legal Centre have produced a guide for parents to bullying and the law. You can download the guide here:

<http://www.ncb.org.uk/resources/abacguidetolaw.pdf>

Anti-Bullying Alliance Website:

<http://www.ncb.org.uk/aba/index.asp>