

## **Anti-Bullying Policy**

### **Entitlement and Responsibility**

All children, whatever their race, sex beliefs and physical and mental abilities, have the right to grow up unharmed, to have the opportunity to develop fully and to have their basic needs met. They should be respected in body and mind, their safety and well-being ensured and their personal dignity guaranteed.

The responsibility to protect the needs and rights of children rests with us all, and this is particularly so in respect of bullying, where an approach which involves the whole school is essential. Governors and staff need to work together with pupils and parents, to develop standards of behaviour which apply to and will be supported by all, and to create a culture and an atmosphere in which children know they are listened to and their problems and worries are taken seriously and responded to with sensitivity.

The primary aim of work in this school to deal with bullying behaviour is preventative rather than punitive. We seek to create a level of understanding within school which will prevent bullying ever happening.

### **What is Bullying?**

There are various definitions of bullying, but this one probably encompasses most of the elements:

*"Bullying is a deliberate harassment or an aggressive act which causes hurt to another. The hurt can either be physical or psychological; inflicted by one child or a group."*

### **What Values Does Our School Promote?**

"We don't tolerate bullying in this school."

### **Aims of Policy**

- To ensure pupils know what is meant by bullying
- To prevent bullying happening in schools
- To deal with bullying swiftly when it occurs
- To inform pupils, parents and staff of the schools approach to bullying and the school's anti-bullying policy
- To encourage parents to become active in a meaningful partnership with the school

- To encourage parents to tell the school if their child is being bullied
- To encourage parents to tell the school if their child is a bully
- Pupils will be taught that bullying is unacceptable inside or outside of the school
- That teachers/staff will take bullying seriously and investigate it thoroughly
- Teachers/staff will make every possible effort to supervise children carefully
- Teachers/staff will be consistent in the way they deal with bullies

### **Strategies**

Classroom practice and the curriculum will be positively used as a vehicle for raising awareness and understanding of the concept.

We will:

- Encourage children not to be aggressive with other people
- Teach children to work and play cooperatively
- Teach about cause and effect, and rights and responsibilities
- Teach children that you don't lose face if you apologise
- Teach children to examine their own behaviour to see if it is provocative
- Teach children to tell a grown up or someone they trust
- Use regular class and whole school assemblies to communicate our message
- Provide purposeful activities both outside and within the classroom, e.g. play equipment at break times and wet play times and the use of the MUGA
- Use of worry box - year 6 and HT hold a regular clinic each Wednesday if worry slips are found in the box
- Use of the buddy system by pupils( Year 6)
- Use of 'Good to be Green' system.

### **Rewards**

- We will try never to miss an opportunity to offer praise
- Highlight positive behaviour
- Acknowledge children and positive actions in assemblies - reward publicly individuals and whole classes, sharing service
- Special Person and also a merit for achievement in any school aspect

## **Sanctions**

### **Immediate:**

- Use of 'Good to be Green' system
- Report to Head Teacher
- Parents notified
- Possible loss of privileges

### **If bullying reoccurs:**

- Placed on behaviour targets
- Parents - involvement of parents

### **If no improvement:**

- Informal exclusion. Exclusion at lunchtimes
- Ultimate sanction - exclusion for a time period

### **Audience:**

- Governors, parents, pupils, statement in prospectus, pupil expectations of good behaviour around the school
- Meetings for all staff, including lunchtime supervisors
- Regular curriculum time and assembly time

### **Review:**

- Annual review

## **Implications for Pupils**

Pupils need to:

- Tell a grown up or someone you trust
- Trust staff to take action if being bullied
- Be aware of rewards and sanctions, and understand that your actions will have consequences
- Not stand by and do nothing or laugh when bullying is taking place
- Try to be helpful and kind to other people at all times
- Accept sanctions if found bullying

## **Implications for Parents**

Parents need to:

- Contact school if you are aware of suspect bullying is taking place
- Encourage children NOT to be aggressive with other people
- Support the school if further action needs to be taken

### **Implications for Teaching Staff**

- To be prepared to find time to listen to children and take them seriously in a way which will not lead to them being humiliated or embarrassed
- To look out for possible bullying behaviour
- To establish routine opportunities for children to talk about bullying
- To include teaching about positive behaviour throughout the curriculum
- To implement the rewards and the sanctions as quickly as possible
- To recognise that we as teachers sometimes need help, and seek it if appropriate
- To examine our own behaviour and act as role models
- To make sure that everything we do gives the message "Bullying is not OK"
- To encourage collective responsibility for ownership of the situation/problem
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### **Implications for Lunchtime Supervisors**

- To be aware of the times/places when bullying is most likely to occur, e.g. toilets, lining up, aggressive games
- To offer a variety of activities in the playground in different areas
- To be prepared to listen to pupils and take their complaints and concerns seriously
- To look out for possible bullying behaviour
- To be aware of the anti-bullying policy and work closely, by discussion, with teaching staff

**REVISED NOVEMBER 2014**

### **MONITORING AND REVIEW**

This policy is monitored by the Governing Body and will be reviewed in four years time, or earlier if necessary.

Signed \_\_\_\_\_

Date \_\_\_\_\_