

Stanborough Primary and Nursery School ANTI-BULLYING POLICY

1. Aims

- 1.1 At Stanborough Primary School, it is our aim that every pupil will be given the opportunity to learn and thrive in a safe and secure environment. We promote the welfare of all children in our care and seek to protect them from those who wish to hurt them either physically, mentally or emotionally.
- 1.2 Bullying is wrong and damages children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is unacceptable.
- 1.3 We aim, as a school, to produce a safe and secure environment where every individual can learn without anxiety.
- 1.4 We aim to produce a *consistent* school response to any bullying incidents that may occur.
- 1.5 We aim to make all those connected with the school aware of our views on bullying, and we make clear each person's responsibility with regards to the eradication of bullying in our school. All staff, including TAs and volunteers must read and sign the anti-bullying policy. Parents receive information via the Parent Handbook, newsletter, parents' evening, meetings with staff and via the school website.

2. Legislation

This policy relates to the following legislation: Children's Act 1989, School Standards and Framework Act 1998, Education Act 2002, Education and Inspections Act 2006, Equality Act 2010 and the 2011 Education Act.

3. Definition

Bullying is:

action taken by one or more children with the deliberate intention of hurting another child, either physically, verbally, emotionally or via mobile phones and the internet (cyber bullying – see Mobile Phone Policy). Bullying can include: name-calling, taunting and mocking, making offensive comments, kicking, hitting and pushing, taking belongings, inappropriate text messaging and e-mailing, sending offensive or degrading messages by phone or via the internet, producing offensive graffiti, excluding people from groups, spreading hurtful and untruthful rumours and gossiping.

4. Preventing and Responding To Bullying

The school does not tolerate bullying in any form and children who bully are entered onto the procedures for dealing with unacceptable behaviour, which can be found in the behaviour policy. This procedure provides opportunity for intervention strategies and close monitoring and can lead to written warnings and exclusion, if there is no improvement.

The school operates a Values Programme, which aims to educate the children regarding positive behaviours. Assemblies, PSHE & RE lessons, the School Council, buddy systems, school displays, policies and staff/parent communication are all utilised in educating against bullying and towards respect and acceptance of each other.

All individuals within the school community have a part to play in ensuring that the school is a safe and happy place for all. This policy identifies and outlines the roles and responsibilities of all those involved in the procedures that are connected with this policy.

5. The Role of the Governing Body

The Governing Body will:

- delegate responsibility to the Headteacher to eliminate all forms of bullying,

- delegate responsibility to the Headteacher to keep records of all incidents and to monitor the different types of bullying, reporting to Governors on this,
- delegate responsibility to the Headteacher to ensure all school personnel are aware of and comply with this policy,
- assume responsibility for ensuring that the school complies with all relevant legislation,
- nominate a designated governor to ensure appropriate action is taken to deal with any breaches to the policy and to report back to the Governing Body,
- support the Headteacher in all attempts to eliminate bullying,
- ensure that funding is in place to support the policy and
- exercise its functions with a view to safeguarding and promoting the welfare of all pupils at the school.

6. The Role of the Headteacher

The Headteacher will:

- implement this policy,
- report incidents of bullying to governors,
- work to eliminate all forms of bullying and create a safe and secure school environment in which everyone says 'no' to bullying,
- reinforce behavioural expectations at every opportunity, including anti-bullying week and assemblies,
- investigate all incidents of bullying,
- use records to track pupils through school,
- ensure that the school supports any pupil who has been bullied,
- impose sanctions on those who bully,
- ensure that the school works with the bully to promote wanted behaviour,
- ensure that all school personnel are aware of this policy and work preventatively (see point 4) and proactively to address bullying,
- ensure effective supervision is in place,
- ensure that the PSHE and RE curriculum help to educate against bullying,
- ensure school personnel record and report incidents of bullying,
- utilise the school council and playground buddies in ensuring a happy environment for the children,
- ensure that all pupils know that bullying is wrong,
- ensure that all parents are aware of this policy and know that the school does not tolerate bullying and
- monitor the effectiveness of this policy.

6.1 Procedures for Dealing with Unacceptable Behaviour

When taken to the Headteacher, the bully receives a verbal warning initially. If the bully shows no sign of improvement, a written warning will be issued, clearly stating what the unacceptable behaviour is, along with an invitation for parents/carers to meet with the Headteacher and the Class Teacher. The school then sets up an intervention programme (involving parents/carers) which will seek to eliminate the unacceptable behaviour. The child's behaviour will be monitored via the Headteacher's Report Card. Strategies used during this period will include reference to SEAL (resources are on the school network) and to the Developing Effective Practice Work booklet. Failure to improve the behaviour will result in a second written warning being issued. At this point, the matter will be referred to the Discipline Committee. The decision of the Discipline Committee will determine the next course of action, which could include temporary or permanent exclusion. This procedure will be followed for all types of bullying, as outlined in point 3.

7. The Role of School Personnel

School staff must:

- comply with this policy,
- be aware of the signs of bullying in order to prevent it,

- be vigilant and pro-active, especially in the playground, to ensure that pupils behave appropriately towards each other and that potential incidents of bullying are avoided through timely intervention,
- take all forms of bullying seriously and act immediately to ensure the safety of the pupils and to prevent further incidents from taking place,
- log all incidents on an Incident Form which is processed via the Deputy Head to the Headteacher,
- report all incidents of bullying to Senior Management, in line with school procedures,
- take all forms of bullying seriously,
- ensure that all pupils know what to do if they are bullied,
- support any pupil who has been bullied,
- educate pupils against bullying and its effects through PSHE and RE lessons (to include role-play and discussions),
- encourage the development of self-esteem and respect for all by praising, rewarding and celebrating the success of all children and
- use preventative strategies such as circle time to address and resolve conflicts and buddy systems and the school values programme to educate against bullying and promote wanted behaviour.

8. The Role of the Pupils

Pupils must:

- know and follow the school rules and procedures about bullying,
- be confident that the school rules and procedures are there to protect all children and that the school will deal with all reports of bullying,
- immediately report to a member of staff if they are being bullied,
- immediately report to a member of staff if they see someone else being bullied,
- speak to their parents/carers about any problems with bullying or anything they are unhappy about in school,
- suggest ways of preventing bullying through the School Council,
- treat each other, each other's work and equipment with respect,
- talk to others without using language that is abusive or offensive and
- know that if they bully, the incident will be reported and recorded, that parents/carers, Headteacher and Governors will be informed and that there will be consequences.

9. The Role of the Parents

Parents must:

- be aware of and support this policy,
- actively encourage and support their children in being kind and respectful members of the school community and wider society,
- report to the school any concerns they have about a child being bullied,
- report to the school any concerns they have about a child who is bullying,
- report to the Headteacher if bullying is deemed to be taking place by the Teacher (refer to the Complaints Policy),
- report to the Chair of Governors if bullying is deemed to be taking place by the Headteacher (refer to the Complaints Policy),
- be assured that the school will deal with all incidents of bullying and
- be assured that they will be informed of any incidents of bullying that takes place, pertaining to their child.

10. Monitoring and review

This policy is monitored by the Headteacher, who reports annually to the Governors about the effectiveness of the policy. The Headteacher monitors and evaluates the policy. Analysis will include examining the behaviour log for patterns of behaviour against specific characteristics and cohorts.