

Anti-bullying Policy

1 Introduction

- 1.1 Bullying is defined as action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. Bullying in any form is not tolerated at Broad Square Primary School.

2 Aims and objectives

- 2.1 Bullying, including cyber and homophobic 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.
- 2.2 We aim, as a school, to produce a safe and secure environment where all pupils regardless of race, gender, creed, colour and special educational need, including dyslexia, can learn without anxiety.
- 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

3 The school's Anti-bullying strategy

- 3.1 The school consistently employs the following strategies to help eliminate bullying and ensure incidents are highlighted and dealt with quickly.
- Bullying is often discussed at school council meetings
 - Pupil advocates deal with and report any incidents which occur in school or on the yard
 - Posters around school discourage bullying and encourage the reporting of any incidents
 - Year 6 pupils do dinner duty in Key Stage 1 to develop a sense of responsibility
 - Assemblies used to heighten awareness of bullying and how to prevent it
 - During PSHE lessons we discuss bullying and give children strategies to use to protect themselves
 - All incidents or allegations of bullying are investigated thoroughly by the headteacher
 - Where allegations are upheld children involved take part in 'restorative justice' with headteacher/learning mentor, to reach a solution and prevent a reoccurrence
 - Children who have been involved in bullying are asked to apologise verbally or in writing
 - Parents of the victim and perpetrator are informed if allegations of bullying are upheld
 - In severe cases or when a pupil reoffends play therapy may be used to support the bully and/or victim
 - The ultimate sanction for bullying will be exclusion
 - All incidents of bullying are recorded in the school incident book

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4 The role of governors

- 4.1 The governing body supports the headteacher 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.
- 4.2 The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher 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.
- 4.3 The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks her to conduct an investigation into the case and to report back to a representative of the governing body.

5 The role of the headteacher

- 5.1 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 deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- 5.2 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 use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- 5.3 The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 5.4 The headteacher sets the school climate of mutual respect 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.
- 5.5 The headteacher will inform the learning mentor of any suspected bullying. The learning mentor will help the headteacher investigate the situation and work with the children to reach a solution.

6 The role of the teacher

- 6.1 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.
- 6.2 If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied, the teacher will inform the child's parents.

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- 6.3** We keep an anti-bullying logbook in the headteacher's room where we record all incidents of bullying and anti-social behaviour that occur in school, near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should report it to the headteacher.
- 6.4** If, as teachers, we become aware of any bullying taking place between members of a class, 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 spend time talking to the child who has been bullied; we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is accused of bullying other children, we inform the headteacher and the learning mentor. We then invite the child's parents into the school to discuss the situation.
- 6.5** 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, and involving all children in PSHE activities, we aim to prevent incidents of bullying.

7 The role of parents

- 7.1** 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.
- 7.2** 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.

6 Our pupil's view

"We are against any type of bullying and do all we can to make sure that our teachers are told if anyone is being unkind, so they can do something about it."

9 Monitoring and review

- 9.1** This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.
- 9.2** This anti-bullying policy is the governors' responsibility and they review its effectiveness annually.

Signed:

Date: