

Anti-bullying Policy

We derive our Anti-bullying policy from our Mission Statement 'Roots to Grow, Wings to Fly, Faith to Flourish.' We will help all children to develop skills and the confidence to flourish.

1 Introduction

- 1.1** Bullying is repeated action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally or online.

2 Aims and objectives

- 2.1** 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. We operate a policy of inclusion so that there is no discrimination against any pupil.
- 2.2** We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.3** This policy aims to produce a consistent school response to any alleged 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 role of governors

- 3.1** 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 alleged incidents of bullying that **do** occur are taken very seriously and dealt with appropriately.
- 3.2** The governing body monitors the incidents of alleged bullying that occur, and reviews the effectiveness of the school policy annually. The governors require the headteacher to keep accurate records of all incidents of alleged bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- 3.3** If an informal investigation does not resolve a complaint by a parent, then the formal School Complaints Procedure must be followed.

4 The role of the headteacher

- 4.1** 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 alleged bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

4.2 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. **All children are encouraged to tell a teacher if they feel they are being treated in an unacceptable way by any other child or adult, online or in person.** For example, if an incident occurs, alleged or otherwise, the headteacher 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.

4.3 The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of alleged bullying.

4.4 The headteacher 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 role of the teacher

5.1 Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.

5.2 If teachers witness an act of bullying, they do all they can to support the children involved. We keep a logbook in the office and record all incidents of bullying and the headteacher investigates.

5.3 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 all involved.

5.4 Teachers routinely discuss appropriate responses, which enables them to become equipped to deal with any actual incidents of bullying and behaviour management.

5.5 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. Our PSHE input in school also addresses how pupils should deal with bullying through role – play and group discussion.

6 The role of parents

6.1 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 in the first instance.

6.2 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.

7 Monitoring and review

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- 7.1** 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. This policy should be used in conjunction with the online safety policy.

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Signed (Headteacher):Fiona Ip

Signed (Governing Body representative):Helen Wilkinson

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