



Abernant Primary School

Anti-bullying Policy

Introduction

“Schools need to be at the heart of tolerant and diverse communities. Racism and bullying have no place. Every child deserves respect and a safe learning environment whatever their racial, religious or cultural background, and every child needs to learn that our society values diversity and mutual respect”.

Respecting Others: Anti-Bullying Guidance (WG September 2011)

All children have all these rights, no matter who they are, where they live, what language they speak, what their religion is, what they think, what they look like, if they are a boy or girl, if they have a disability, if they are rich or poor, and no matter who their parents or families are or what their parents or families believe or do. No child should be treated unfairly for any reason. (article 2, UNCRC)

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

“The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim, leaving them traumatised and nervous of future recurrence.”

Respecting Others: Anti-Bullying Guidance (WG September 2011)

Bullying can be:

Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);

Physical - pushing, kicking, hitting, punching or any use of violence; Racist - racial taunts, graffiti, gestures;

Sexual - unwanted physical contact or sexually abusive comments; Homophobic - because of, or focussing on the issue of sexuality;

Verbal - name-calling, sarcasm, spreading rumours, teasing;

Cyber - all areas of internet, such as email & internet chat room misuse; mobile threats by text messaging & calls; misuse of associated technology, i.e. camera & video facilities.

Anti-Bullying Policy for Schools - Some Guidelines (Kidscape 2005)

Aims and Objectives

Children have the right to get help if they have been hurt, neglected, treated badly or affected by war, so they can get back their health and dignity. (article 39, UNCRC)

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 aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur. 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.

The role of governors

- 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.
- 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.
- The governing body responds within ten working days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/her to investigate the case and to report back to a representative of the governing body.

The role of the headteacher

- 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.
- 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 decide to use assembly as a forum or the class teachers will use circle time as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is facing consequences.
- The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 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.
- Bullying incidents are reported to the LA on a termly basis.

The role of the teacher/support staff

- 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. (Class care logs).

- If teachers witness an act of bullying, they do all they can to support the child who is being bullied and monitor the situation closely. If a child is being bullied over a period of time or a serious incident occurs, then, the headteacher is informed who then immediately informs the child's parents.
- If any adult, e.g. duty teacher, support staff, dinner supervisor, witnesses an act of bullying, they inform the class teacher, who then (if they feel it's necessary) will inform the headteacher.
- 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 by the classroom teacher for the victim of the bullying, and sanctions for the child who has carried out the bullying. We spend time talking to the child who has 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 repeatedly involved in bullying other children, we inform the headteacher. In some circumstances pupils are monitored carefully by being placed in the "Care Logs". At weekly Staff meetings care logs are brought, discussed and if necessary, actions taken. We then invite the child's parents into the school to discuss the situation and kept informed regularly so they are aware of the bullying situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as the LA Behavioural Support Team.
- Teachers attend training, when available, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- 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 parents

- 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.
- 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.
- Parents can request a meeting with the headteacher and/or Governing Body to discuss any bullying issues if and when they arise.

The role of pupils

- Pupils are encouraged to discuss any issues with an adult as we believe that bullying can best exist in an atmosphere of secrecy.
- School councillors and older pupils are encouraged to intervene where they see problems of bullying and inform adults.
- Some pupils in Years 5 and 6 have been given training to become Playground Leaders.
- Links with other policies. The behaviour policy has a bearing on the type of sanctions that may be imposed.
- Every effort is made to ensure that all pupils are able to be constructive members of the school community.

Monitoring and review

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on an annual basis. This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's care logs, and by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

This policy has been approved by the G.B. on 11/23 (Date)

Signed: *Mrs J. Kucia* (Headteacher)

Signed: *Mr H. Davies* (Governor)

This policy will be reviewed 11/25