

Anti-Bullying

Date	Review Date	Coordinator
19.3.18	March 2019	Claire Barrett

The Trustees, Governors and Staff recognise that bullying exists in any school, and see the issue of bullying as a serious matter. All incidents will be dealt with promptly in accordance with this policy.

We believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the following legislation:

- Children Act 1989
- School Standards and Framework Act 1998
- Education Act 2002
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011

The following documentation is also related to this policy:

- Action on Bullying (Estyn 2014)
- Bullying: Effective Action in Secondary Schools (Ofsted)
- Cyberbullying: Supporting School Staff (DCSF)
- No Place for Bullying (Ofsted 2012)
- Preventing and Tackling Bullying - Advice for School Leaders, Staff and Governing Bodies (DfE)
- Safe from Bullying: Guidance for Local Authorities and Other Strategic Leaders on Reducing Bullying in the Community (DCSF)

We acknowledge the School Standards and Framework Act 1998 that clearly states that all maintained schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils.

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care.

Bullying

There are many definitions of bullying, but most consider it to be:

- deliberately hurtful (including aggression).
- repeated often over a period of time, while recognising that even a one-off incident can leave a learner traumatised and nervous of future recurrence. and
- difficult for victims to defend themselves against.

We believe bullying takes many forms such as physical, verbal, social exclusion and the misuse of mobile phones and Internet social networking websites. It is our duty to look out for all signs of bullying and to take the appropriate action to stop it. We will deal with all incidents of alleged bullying.

We believe by creating a safe, secure and caring school environment we will encourage all pupils to report any incident of bullying to a member of the school staff.

Under no circumstances will we tolerate any form of bullying and all incidents will be dealt with promptly and effectively in order to ensure the wellbeing of all pupils.

Aims and Objectives

- To protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all children.
- To look out for all signs of bullying and to take the appropriate action to stop it.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.
- To ensure compliance with all relevant legislation connected to this policy.

Responsibility for the Policy and Procedure

Role of the Governing Body

The Governing Body will not condone any bullying and has:

- appointed a member of staff to be responsible for promoting positive pupil behaviour.
- delegated powers and responsibilities to the Headteacher to eliminate all forms of bullying, to keep records of all incidents of bullying and the different types of bullying.
- responsibility for ensuring that the school complies with all equalities legislation.
- responsibility for ensuring this policy is reviewed and updated.

Role of the Headteacher

Under Section 157 of the Education and Inspections Act 2006 the Headteacher has a duty to encourage good behaviour, the respect for others and to prevent all forms of bullying among pupils.

Therefore, the Headteacher will:

- implement this policy.
- ensure that all school personnel are aware of the policy.
- work to create a safe, secure, caring and friendly school environment for all the children.
- ensure school personnel have a clear understanding of the extent and nature of bullying that may take place in school.
- ensure that the PSHE and religious education curriculum helps to deal with anti-bullying.
- ensure all reported incidents of bullying are investigated.
- ensure that all pupils understand what bullying is and what to do if they experience or witness bullying.
- ensure that all parents aware of this policy and that we do not tolerate bullying.
- raise awareness of bullying with pupils, parents, school personnel and governors on the grounds of protected characteristics.
- inform parents of any incident of bullying and how it has been dealt with.
- ensure school staff report and record incidents of bullying.
- support any pupil who has been bullied.
- encourage any bully to change their behaviour.
- impose sanctions on any pupil who continues to bully.
- consider exclusion in the most serious incidents of bullying.
- ensure effective supervision is in place between lessons, break times and lunchtimes.
- work closely with the link governor and coordinator.
- provide leadership and vision in respect of equality.
- provide guidance, support and training to all staff.
- monitor the effectiveness of this policy by monitoring; the number of recorded incidents in an academic year, the types of bullying that occur and how swiftly incidents of bullying are dealt with
- report termly the number of incidents of bullying and the outcomes to the Governing Body.

Role of the Coordinator

The coordinator will:

- lead the development of this policy and all linked policies throughout the school.
- work closely with the Headteacher and the nominated governor.
- provide guidance and support to all school staff to understand the signs or behaviour of someone being bullied.
- work with children to determine those parts of the school where they do not feel safe.
- have in place good systems at playtime and lunchtime to reduce the risk of bullying.
- plan age-appropriate opportunities in the curriculum to discuss issues related to bullying
- provide opportunities for children to discuss equality and diversity.

- work closely with external agencies to support pupils who experience bullying.
- keep up to date with new developments and resources.
- provide training for all staff.
- help counsel children who have been bullied and those who use bullying behaviour.
- review and monitor this policy.

Role of School Staff

School Staff will:

- comply with this policy.
- be aware of all other linked policies.
- be aware of the signs of bullying in order to prevent bullying taking place.
- report all incidents of bullying and ensure they are recorded.
- investigate all reported incidents of bullying.
- take all forms of bullying seriously.
- make sure that all pupils know what to do if they are bullied.
- encourage pupils to report any incidents of bullying to any member of the school staff.
- support any pupil who has been bullied.
- raise awareness of the wrongs of bullying through PSHE and religious education.
- use preventative strategies such as circle time and buddy systems.
- undertake the appropriate training.
- implement the school's equalities policy and schemes.
- report and deal with all incidents of discrimination.
- attend appropriate training sessions on equality.
- report any concerns they have on any aspect of the school community.

Role of Pupils

Pupils must:

- be aware of and comply with this policy.
- report if they are being bullied.
- report if they see someone being bullied.
- report incidents of bullying to school staff by telling them; what has happened to you, how you feel, if you have been bullied before, who bullied you, where the incident happened and when it happened.
- treat others, their work and equipment with respect.
- talk to others without shouting and will use language which is neither abusive nor offensive.
- Follow the school routines and behavioural expectations at all times.

Role of Parents

Parents must:

- be aware of and support this policy.
- report to the school any concerns they have of their child being bullied.
- be assured that the school will deal with all incidents of bullying.
- be assured that they will be informed of incidents and will be involved in discussions.
- support the school's expectations for conduct and behavior.

Raising Awareness of this Policy

We will raise awareness of this policy via:

- the school website
- staff training
- school events
- meetings with school staff
- reports such as Headteacher/behaviour reports to the Governing Body

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Monitoring the Effectiveness of the Policy

The practical application of this policy will be reviewed regularly (refer to review date below).

Linked Policies

This policy should be read alongside the following policies:

- Behaviour Policy
- Safeguarding and Child Protection

Headteacher:	A.Edwards	Date:	19 th March 2018
Chair of Governing Body:	George Devlin	Date:	