



## **Anti-bullying Policy 2017**

**This policy supports the FLP Relationships for Learning Policy**

### **1 Introduction**

- 1.1** Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. Bullying is defined as sustained intimidation in any form. Bullying can be against anyone and may be based on sex, race, colour, sex orientation, religion, nationality, ethnic or national origins, disabilities or age. We support any child who feels they are being bullied even if on investigation the event is more of a 'one-off' nature that will be dealt with under the school behaviour policy. We fully support any child who feels they are being bullied and will conduct a thorough investigation. If the outcome of the investigation is that the allegation does not meet the agreed criteria for bullying, it will be addressed under the guidance of the Relationships for Learning policy.

### **2 Aims and objectives**

- 2.1** Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by maintaining 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 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 role of governors**

- 3.1** The governing body supports the headteacher in all attempts to prevent bullying in 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.
- 3.2** 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. Governors need to monitor the type of bullying that takes place under the definition given in Paragraph 1.1.

- 3.3 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 him/her to conduct an investigation into the case and to report back to a representative of the governing body.

## **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 bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy in the termly Report to Governors.
- 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. For example, if an incident occurs, the headteacher may decide to use an assembly as a forum in which to discuss with other children why this behaviour was wrong and why it isn't tolerated in our school.
- 4.3 The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of 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 act to prevent incidents from taking place by supporting all pupils in their class and making sure they establish a climate of trust and respect for all. Regular and consistent use of praise, reward, recognition and celebration of successes is intended to prevent bullying.
- 5.2 If teachers are made aware of an incident of bullying, they do all they can to support the child who is being bullied. If a child is being bullied the teacher, after consultation with the headteacher, informs the child's parents.
- 5.3 Teachers keep a log of behaviour incidents in their class to enable them to identify bullying should it occur.
- 5.4 If a teacher becomes aware of any bullying taking place between members of a class, he/she deals with the issue immediately. This may involve counselling and support for the victim of the bullying, and appropriate sanction for the child who has carried out the bullying. The teacher spends time talking to the child who has bullied: he/she explains why the action of the child was wrong, and he/she endeavours to help the child change their behaviour in future. If a child is

involved in bullying other children, the teacher informs the headteacher and the special needs co-ordinator. In more extreme cases, for example where these initial discussions have proven ineffective, the teacher may request that support is sought from external agencies. The teacher ensures both sets of parents are kept fully informed and invites each set of parents into the school to discuss the situation.

## **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 immediately.
- 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 in line with the Home School Agreement.
- 6.3** Parents have a responsibility to understand exactly what bullying is and to use the term appropriately.
- 6.4** Parents of a child who has bullied will work together with the school to ensure actions taken are effective in changing the child's behaviour.
- 6.5** Parents of a child who has been bullied should support the anti-bullying policy and procedures.

## **7 The role of the children**

- 7.1** The children will follow the school rules and aim to make sure they are kind to each other at all times.
- 7.2** The children will pay attention during taught sessions on friendship and bullying to make sure they understand what bullying is and why it is wrong.
- 7.3** If a child feels they are being bullied, they will tell an adult in school such as their class teacher or teaching assistant.

## **8 Monitoring and review**

- 8.1** 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.
- 8.2** This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. Bullying is a standing item on the termly Headteacher Report to Governors and if there are incidents of bullying, Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

**To be reviewed March 2018**

