

TICKHILL ESTFELD PRIMARY SCHOOL ANTI-BULLYING POLICY 2018 (review annually - next - Sept 2019)

Bullying is actions taken by one or more children usually over a period of time, and usually where a stronger person is the aggressor to a weaker person, with the deliberate intention of hurting another person, either physically or emotionally. Bullying and any other forms of intimidation will not be tolerated. We will treat each other with kindness and respect. This is embedded within the school's ethos. Our aim is that everyone should be able to come to school without concern or fear and feel confident that prompt and appropriate intervention will take place if there are any signs or reports of bullying in school.

AIMS AND OBJECTIVES:

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.

WHAT BULLYING IS/IS NOT:

The Anti-Bullying Alliance (supported by the DoE) defines bullying as follows:

"Bullying is the repetitive, intentional hurting of one person by another(s), where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace.

Bullying behaviour deliberately causes hurt (either physically or emotionally).

Bullying behaviour is repetitive (though one off incidents such as the posting of an image, or the sending of a text that is then forwarded to a group, can quickly become repetitive and spiral into bullying behaviour). This can make bullying very difficult to deal with and effective strategies often require intervention over a period of time.

Bullying behaviour involves an imbalance of power or coercion (the person on the receiving end feels like they can't defend themselves or has no option or choice about what is happening). This would include peer-on-peer pressure and sexual harassment including homophobic or gender-based bullying.

Bullying can take place without those involved physically meeting eg. cyber-bullying.

Bullying is not:

Teasing and banter between friends without the intention to cause hurt;

Falling out between friends after a quarrel or disagreement;

Behaviour that all parties have consented to and enjoy (though it must be clear that parties were not co-erced into agreement).

Specifically, this policy aims to:

Ensure that everyone feels safe and free from bullying;

promote good relationships where everyone is treated with respect and where we take responsibility for the care of one another;

Encourage all incidents of bullying to be reported;

Ensure all incidents are fully investigated and dealt with effectively by the staff of the school;

To protect and support victims of bullying;

To have effective sanctions in place to deal with those perpetrating bullying.

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 role of the governing body is to monitor and evaluate the effectiveness of policies being implemented by the Headteacher and staff.

THE ROLE OF THE HEADTEACHER:

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 and capitalises by utilising real incidents to promote anti-bullying learning.

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.

THE ROLE OF SCHOOL STAFF:

All staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Teachers keep their own records of all incidents that happen in their class and that they are aware of in the school.

If any member of staff witness an act of bullying, they do all they can to support the child who is being bullied and will seek support from the other members of staff or the Senior Leadership Team if necessary in dealing with the incident.

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 PUPILS

Pupils will be made aware of the school's behaviour and anti-bullying policies and aware of school rules and expectations that support them.

Pupils will be made aware of what bullying is, and is not, through PSHE, whole school assemblies and circle time, when real incidents, that may have happened in school, may be discussed or used to aid understanding.

Pupils will be aware of their responsibilities to themselves and others and the consequences of not adhering to the school's expectations of behaviour.

Pupils will be encouraged to speak to an adult in school if they experience or witness any incident that they believe is bullying.

THE ROLE OF PARENTS

If a parent has a concern about bullying their first point of contact must be the school. It is unhelpful to approach other parties before the facts are established.

In dealing with parental concerns over incidents, school will ensure that parents are clear about what does and does not constitute bullying.

Parents have a responsibility to support the school's anti-bullying policy and behaviour policy and to actively encourage their child to be a positive member of the school.

STRATEGIES FOR DEALING WITH BULLYING

- We will use the school's Behaviour Policy effectively to promote good behaviour and attitudes towards others to create an ethos where everyone understands and can identify bullying and knows that it is unacceptable.
- PSHE, whole school assemblies and circle time will be used to raise issues related to bullying and to promote understanding of how bullying can occur, and develop and understanding about the unacceptability of bullying and how it will be dealt with.
- Everyone is expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
- All staff are expected to intervene in cases of bullying.
- Victims of bullying will be supported and protected both during any investigation and subsequently.
- In serious cases, parents of both the victim and the bully will be kept well informed and involved during any investigation following a report of bullying.
- All parents are expected to support this policy and the school's policies which relate to it.
- Any complaints relating to how an incident of bullying has been dealt with should be made in accordance with the school Complaints Policy.

OUTCOMES

This school will have a welcoming, caring and safe ethos, where everyone will treat others with respect and expect to be treated with respect themselves.

It will be a place where bullying will not be tolerated and incidents will be dealt with effectively should they occur.

Reviewed September 2016

Reviewed September 2017

Updated February 2018

Reviewed September 2018

Next Review 2019