



“Be A Buddy Not a Bully “

Anti-Bullying Policy	
Date	March 23
Review	November 24
Reviewed by	Headteacher and Staff
<p>Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, sex, gender reassignment, pregnancy or maternity, race, religion or belief and sexual orientation, marriage and civil partnership. This policy has been equality impact assessed and we believe that it 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.</p>	
<p>Associated Policies and documents</p> <ul style="list-style-type: none"> • Child Protection and Safeguarding policy • Online Safety and Acceptable Use policies • SEND policy • Behaviour policy • PSHE policy • Keeping Children Safe in Education 	

Intent
<p>Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. At School we use the acronym STOP to understand what bullying is which the children know means “Several Times On Purpose” as opposed the inevitable fallings out of children.</p> <p>Bullying is wrong and is damaging and 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, embracing our vision of being “unique, nurturing where everyone belongs and thrives “This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those</p>

connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the prevention of bullying in our school.

Implementation

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 responds in compliance with our complaints procedure with any request from a parent to investigate incidents of bullying.

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 Head teacher reports to the Governing Body about the effectiveness of the anti-bullying policy termly.

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 throughout the academic year. For example, by holding anti bullying weeks, through the PSHE curriculum and if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong. 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, nurturing and welcoming school, bullying is far less likely to be part of their behaviour.

The Headteacher keeps an anti-bullying log in which incidents are recorded.

The role of Staff

Staff aim to support all children in their class and to establish a climate of trust and respect for all. By embracing our vision of "unique, nurturing where everyone belongs and thrives", i.e. praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep aware of all incidents that happen in their class and that they are aware of in the school. In some instances, as a strategy to prevent the inevitable fallings out of children becoming bullying a watch and support list is added to in the staff room so all staff are informed.

If, staff become aware of any bullying taking place between members of a class, we deal with the issue immediately and they do all they can to support the child who is being bullied and the bully. The Headteacher, will inform the parents of all involved.

All incidents are reported to the Headteacher. Actions may involve counselling and support for the victim of the bullying, and consequences and support 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. The child's parents of the victim and the bully are invited into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies.

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.

Cyber bullying

The school community is aware of the definition of cyber bullying and the impact cyber bullying has. Staff receive guidance and review the Anti-Bullying, Acceptable Use of ICT and On Line Safety policies regularly. Children are taught how to recognise cyber bullying and their responsibilities to use ICT safely. ICT safety is integral to teaching and learning practice in the school. As with other forms of bullying, the Headteacher keeps records of cyber bullying in the antibullying log. Incidents of cyber bullying will be followed up using the same procedures as other forms of bullying.

The role of the school Council

Our school council regularly has anti bullying as an agenda item and will work to promote the anti- bullying message throughout school. Our school council believes that a happy schools involves-

- Friendships
- No Bullies
- Caring
- Learning New/Different Skills
- Team-Work – (WORKING TOGETHER)

They see the following as acts of bullying

Blackmail

- Physical
- Name calling
- Cyber bullying
- Stealing (forcing others to hand over personal belongings)
- Leaving people out- on purpose – on a regular basis

Impact

This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy termly in the Hedteacher's report to governors whose responsibility is to review its effectiveness. They do this by examining the school's anti-bullying logbook, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.