

## **1 Introduction**

Bullying can take a number of forms and is defined as 'the repetitive intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace.'

## **2 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 establish a safe and secure environment where we can learn without anxiety, in accordance with the 'Stay Safe' outcome of Every Child Matters.
- ❖ The 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.

## **3 The Role of the Governors**

- ❖ The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. The 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 annually. 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 days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher and asks 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**

- ❖ 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 the fact at suitable moments, for example, 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 inappropriate.
- ❖ 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 a part of their behaviour.

## **5 The Role of the Teacher**

- ❖ Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They report all incidents to the Headteacher.
- ❖ If teachers witness an act of bullying, they do all they can to support the child who is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.
- ❖ The Headteacher records all incidents of bullying that occur near the school or on the children's way home or to school. If any adult witnesses act of bullying, they should report the event to 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 for both the victim and 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. We then invite the child's parents into the school to discuss the situation.
- ❖ Teachers support all children in their class and establish a climate of trust, inclusion and acceptance. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

## **6 The Role of the 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.

## **7 Monitoring and Review**

- ❖ This policy is monitored regularly by the Headteacher, who reports to *Governors* about the effectiveness of the policy on request.
- ❖ This anti-bullying policy is the *Governor's* responsibility and they review its effectiveness annually.

This policy was approved by the *Governing* body on 16 June 2010

The policy will be reviewed annually