



## Anti - Bullying Policy

We are a TELLING school. We encourage the pupils to TELL when they have a problem.

### Statement of Intent

**Our vision at Austrey C.E. Primary School is to have high standards of teaching and learning which challenge our pupils to achieve in a safe and secure environment.**

Our anti - bullying policy supports this by:

- promoting respect and tolerance for each other and the school
- helping pupils towards an understanding of what is right and wrong
- supporting everyone in forming good relationships with adults and peers
- encouraging children to have good behaviour

We believe that pupils should be fully involved in the writing, implementation, monitoring and review of an anti - bullying policy.

We believe in tackling incidents of bullying by encouraging an environment where individuality is celebrated and individuals can develop by feeling safe and secure.

### Definition of Terms

#### What is Bullying ?

Bullying is any behaviour which makes a pupil feel threatened, hurt or frightened.  
It happens repeatedly / constantly.

Bullying can be:

- **Emotional** – e.g. being unfriendly, excluding, tormenting , hiding others` property, threatening gestures, being bossed, hurting feelings, being nasty, unfriendly, mean, blackmailing
- **Physical** – e.g. pushing, kicking, hitting, punching or any use of violence
- **Racist** – e.g. racial taunts, graffiti, gestures
- **Sexual** – e.g. unwanted physical contact or sexually abusive comments
- **Homophobic** – e.g. associated with or focused on the issue of sexuality
- **Ageist** – e.g. exclusion linked to individuals on the grounds of their age
- **Faith based** – e.g. exclusion of individuals or groups based on their religious beliefs
- **Verbal** – e.g. name calling, sarcasm, spreading rumours, teasing, being cheeky, bullying through a third party
- **Cyber bullying** – e.g bullying that includes the use of e-mail or text messaging to deliberately upset someone else
- **On grounds of body image** – e.g name calling linked to size / obesity
- **On grounds of disability** e.g exclusion or hurting feelings linked to individuals on the grounds of a disability

### Aims and Objectives

**The aim of our anti - bullying policy is to :**

- clarify for pupils and staff what bullying is and that it is always unacceptable.
- explain to staff, pupils and the school community why bullying and harassment occur and the impact they have on individuals and the school as a whole
- provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning

School also intends to :

- involve the school council in any planning, discussion and dissemination of any work related to anti - bullying
- to have in place an anti bullying support system that all staff and pupils understand and apply consistently
- to regularly monitor and review the policy with the full involvement of staff, pupils, parents, governors
- to inform parents that they can contact school about any bullying incidents that occur out of school which may impact on the school community or individuals within it.

### **A. What we do to prevent bullying:**

Everyone involved in the life of the school must take responsibility for promoting a common anti - bullying approach by being supportive of each other; providing positive role models ; conveying a clear understanding that we disapprove of unacceptable behaviour and by being clear across the school that we follow school rules.

(see appendices : school rules, playtime rules, lunchtime rules, class rules, code of conduct for outside visits).

All staff are trained in "Protective Behaviours" Taking Care project, which is part of our PSHE scheme and is taught in the Spring term. This helps children to recognise when they are in danger and may include bullying.

**1. Staff** have a vital role to play as they are at the forefront of behaviour management and supporting children`s sense of well being in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

We expect staff will:

- provide children with a framework of behaviour including school and class rules which supports the whole school policy
- emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good example and help create a positive atmosphere
- raise awareness of bullying through stories, role play, discussion, circle time, peer mediation, school council, PSHE, RE including a focus on the annual anti bullying week through SEAL
- through the head teacher, keep the governing body well informed regarding issues concerning behaviour management
- deal with the everyday minor "fall outs" that occur between children, to resolve these situations immediately, helping the children to understand the difference between these and the more serious incidents which are deemed bullying

### **2. Parents / Carers**

We expect that parents / carers will understand and be engaged in everything that is being done to make sure that their child enjoys and is safe at school:

- support us in helping us to meet our aims
- feel confident that everything is being done to make sure their child is happy and safe at school
- be informed about and fully involved in any aspect of their child`s behaviour
- be informed about who can be contacted if they have any concerns about bullying

### **3. Governors**

We expect governors will:

- support the head teacher and the staff in the implementation of this policy and be aware of its effectiveness
- be fully informed on matters concerning anti bullying through the head teacher`s report
- regularly monitor incident reports and actions taken
- provide any statistical reports to the L.A.
- ensure that the school links with the wider strategic work being done by the L.A. in relation to bullying and the Children`s and Young People`s Plan

### **4. Pupils**

We expect that pupils will:

- support the head teacher and staff in the implementation of the policy (e.g contribution to agreed approaches via school council, circle time, peer mediation)
- be involved in the monitoring and review of the policy
- feel confident that everything is being done to make school a safe and secure environment for them to achieve and learn
- feel supported in reporting incidents of bullying to members of staff and other adults
- be reassured that action regarding bullying will be taken
- respect all staff in line with school rules

## **B School Practice**

### **1. Recording**

All incidents in or out of school will be recorded on file. Incidents clearly identified as bullying will be reported to a senior member of staff ( head teacher, or in her absence the senior teacher)

Parents (of both bully and pupil bullied) will be informed of what has happened and how it has been dealt with.

Bullying statistics will be reported to the Multi Academy Trust

### **2. Dealing with an incident**

Whenever a bullying incident is discovered, school will go through a number of pre arranged steps. The exact nature of each step will depend in part on the nature of the incident and those involved.

a) The school community needs to be aware that when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has resulted.

- b) School expects to support all involved by:
- talking through the incident with the bully and the person being bullied
  - helping the bully and victim to express their feelings
  - talking about which rule/ s have been broken
  - discussing strategies for making amends
- c) Sanctions to be taken may include:
- time away from an activity within the classroom
  - time out from the classroom
  - missing break
  - missing an activity
  - school speaks to parents (or contacts parents via telephone if they do not bring / collect child)
  - formal letter home from the head teacher expressing concerns, should the problem continue
  - meeting with parent, staff and child
  - fixed term exclusion
  - permanent exclusion

#### Summary of Rules:

<u>School Rules</u>	<u>Playtime Rules</u>	<u>Dinner time Rules</u>	<u>Class Rules</u>
Be kind, share  Talk quietly Always walk inside Take care of your school and keep it tidy Have good manners Listen	We play safely and look after each other. We ask children on their own if they'd like to join in. We are always kind and helpful to everyone. We share and take turns We stand still when we hear the bell / whistle We help to make sure everyone can enjoy playtime.	Talk at a reasonable volume Listen to your midday supervisor Have good table manners	Each class has ownership of their rules which they compile at the start of each school year. These are displayed in each class.

- d) Parents (of both bully and pupil being bullied) are informed of what has happened and how it has been dealt with
- e) Child Protection procedures are always followed when concerns arise

#### Monitoring

Trends and strategies are analysed for inclusion in the head teacher's report to governors. Careful monitoring and analysis provided school with a regular opportunity to link monitoring to action planning for the following year.

#### Policy Monitoring and Review

- The school council reviews the policy each year
- Annual initiatives are reported to governors
- Liaison with parents
- Data from the monitoring and recording to be seen by governors through head teacher's report
- Reviewing policy with children in assemblies

**This policy takes into account advice and guidelines from the L.A. It has been written through staff, governor, parent and pupil consultation.**

November 2015

Next review date November 2016