

Broadwindsor Church of England V.C. Primary School

Anti-bullying Policy Statement – October 2017; review Autumn term 2018

Definition

There are many definitions of bullying, but most have these things in common

❖ It is **deliberately** hurtful behaviour which is **repeated** often.

Bullying can take many forms but four main types are:

1. Physical - hitting, kicking, taking belongings.
2. Verbal - name - calling. Insulting, racist remarks.
3. Indirect - deliberately spreading nasty stories about someone, excluding someone from social groups deliberately.
4. Cyber - by text or social media sites, within school or outside school times.

Others could include racist, homophobic, radicalisation and gender based discrimination.

School Aims

Broadwindsor Church of England V.C. Primary School has a clear set of aims and a pupil derived list of responsibilities listed in our prospectus / Home School Agreement.

These aims form the backbone of school life and our spiritual, social, moral and cultural policy adds to the sense of purpose reflecting children and adult rights and celebrates individuality and cultural, social and religious beliefs.

These aims are the means by which the school and the pupils and staff within work together.

Work in Partnership with Parents.

The Head teacher together with governors and staff will provide clear strategies for dealing with reported, observed, incidents of bullying. (See Behaviour Policy)

All pupils have the right to work and play within a safe, caring environment with teaching and non-teaching staff providing sound leadership and support.

All pupils need the confirmed knowledge that their concern, worries about bullying are treated fairly, respectfully and help provided.

Staff need to be fully aware of our planned strategies for dealing with conflict and distress that arises within the classroom, school or playground, related to bullying.

Objectives

- ❖ To develop clearly understood and defined terms of bullying.
- ❖ To develop strategies for dealing with bullying that are used by all staff - teaching, non-teaching, and lunch-time staff.
- ❖ To develop ongoing training and awareness raising sessions to guide all staff and pupils into a collective response towards bullying.

Strategies

- ❖ To have a class teacher who will be available to children to provide confidential advice and practical support e.g. strategies to empower children.
- ❖ To use P.H.S.E. and R.E. through out the school to encourage discussion, support and to use as a powerful tool for empathy and understanding.
- ❖ To use a School Council which will offer opportunities to discuss bullying.
- ❖ Cyber bullying dealt with in ICT lessons.
- ❖ All pupils will have access to support, for reported incident of bullying, by the class teacher.
- ❖ The class teacher will provide an opportunity for discussion, detailing incident and the aggressor.
- ❖ The class teacher will listen to both sides and make a decision about course of action. Then behavioural steps are to be followed:

Reported accusation and actual witnessed bullying by victim or victims parents

Action

1. Communication and observation of children.
2. If verified follow sanction steps.

Sanctions

1. Verbal reasoning with a child and an apology given.
2. Restorative action between the children involved.
3. 'Time out' from place of problem.
4. Loss of privilege or playtime.
5. Refer child to another member of staff.
6. Referral to Headteacher.
7. Informal contact with both sets of parents by class teacher.
8. Formal contact with parents.
9. Design behaviour plan with the parents/Headteacher/SENCO/class teacher and pupil.
10. Refer to Behaviour Support.
11. Exclusion.

Head teacher notified whenever a reported incident of bullying is dealt with (notes taken by a witness at the meeting).

Repeated incidents will result in a discussion with bully and bullied pupil with Head teacher and staff member present.(notes taken).

Repeated incidents will also result in parents being notified and a discussion between Head teacher, staff member, pupil will meet where appropriate and clear targets set for pupil within school.

It is the School Policy to inform Parents of all bullying accusations.

This policy used latest guidance from DFE on Tackling Bullying and Behaviour and Discipline in schools September 2013

Review

This policy will be reviewed in 2018