

'Every Child, Every Chance, Every Day'

Reviewed By	Ryan O'Hearn/Anne Booth	Policy Owner	April 2017
Approved by	Annette Hixon	Head of School	April 2017
Ratified by	Sarah Horsfall	Governor	May 2017
NEXT REVIEW			April 2019

Rationale

As a school, we aim to provide a safe, secure environment where all can learn without anxiety. We believe that everyone has the right to be valued, cared for and feel safe within our school community. We ensure that everyone is aware of how to keep themselves safe and are aware of the behaviour that is expected and acceptable.

Children are encouraged to behave well at all times, respecting others and observing the school rules (as set out in the Behaviour Policy). They are made aware of how to recognise when pressure from others (including people they know) threatens their personal safety and wellbeing and know how to use and develop effective ways of resisting pressure and know where to get help.

Constructive play is encouraged in the playground by all staff through:-

- Zones marked out on the playground and field.
- Group games led by adults
- Providing play equipment in different zones.

Good behaviour is rewarded in the classroom, at the end of lunchtime and in the weekly "celebration" assembly as stated in the Behaviour Policy

Definition of Bullying

We define bullying, in accordance with National and the Anti-bullying Alliance as:

National:

"Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally"

Anti-bullying Alliance:

"The intentional, repetitive or persistent hurting of one person by another, where the relationship involves an imbalance of power".

Bullying is behaviour which can be defined as the repeated attack, physical, psychological, social or verbal on those who are powerless to resist, with the intention of causing distress for gain, gratification or impact.

We define bullying as:-

- Name calling
- Taunting
- Mocking
- Making offensive comments
- Kicking and hurting
- Taking belongings or damaging
- Inappropriate text messaging
- Sending offensive or degrading images by phone or via the internet (See safety policy)
- Producing offensive graffiti
- Gossiping
- Excluding people from groups
- Spreading hurtful and untruthful rumours

We will also endeavour to investigate cases of bullying from offsite activity such as social media

Aims and objectives

This policy aims to produce a consistent school response to any bullying incident that may occur. We aim to teach those values, attitudes and skills which foster mutual respect and caring in children. We hope to create an open, but secure environment where incidents can be reported confidentially. We ensure that any pupil who may experience bullying is made to feel safe and secure and knows they will be heard and taken seriously. This includes specific support that may be needed for vulnerable groups or individuals. As a staff we aim to protect all parties while the issues are resolved. 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.

Teachers are responsible for:-

- Ensuring that pupils know they can confide in their teacher.
- Showing pupils that bullying is taken seriously.
- Making pupils who are bullied feel safe in school.
- Dealing immediately and sensitively with incidents of bullying.
- Teach pupils through PSHE and circle time to respect others feelings.
- Through the use of Restorative Practices – develop an understanding of how a pupil's actions can affect others
- Providing opportunities for children to have time to talk – Repair & Rebuild.
- Recording incidents as well as pupil/ parental concerns in CPOMs
- Informing the Executive Headteacher or Head of School

The Executive Headteacher or Head of School (or representative), D.H.O.S./P.S.H.E. or Year Leader will:-

- Inform parents and give them the opportunity to express their views about the situation.
- Work with parents and staff to resolve the problem in a positive manner.
- Advise parents on supporting their child.

The Executive Head teacher or Head of School and Class teacher will:-

- Support all parties involved while the problem is being resolved.
- Encourage the pupil who bully to modify their behaviour until it becomes acceptable.
- Provide follow up support for both parties and oversee modified behaviour.

Any adult in the school community who feel that they have become a victim of bullying should consult the Executive Head teacher or Head of School or Chair of Governors.

Tool kit for dealing with bullying behaviour

Any inappropriate behaviours that could be considered (as) 'bullying', will be taken seriously at all times. These will be reported in the following ways:

- Written or verbal communications from a child/parent
- Any adult working in school will record any observed or communicated behaviour on CPOMs



If a member of staff recognises or has any concerns that bullying behaviour is taking place they will report it to the class teacher.



Teacher speaks to the child/ren concerned through Repair & Rebuild to identify any concerns/worries.
Teacher observes the children in classroom and playground.
Record incidents/observations in class concern book.



Do you consider this incident as 'bullying'?
Consult with Head of School



NO

Ensure the incident is recorded on CPOMs and regularly monitor the issue. Give child strategies to quickly report further concerns, e.g book/ key adult

YES

Child's class teacher speaks to all parties involved.
This is recorded on CPOMs.

Class teacher to discuss the outcome with Head of School.



If NO

The offender is given the opportunity to correct their behaviour, a reflection sheet completed and shared with offenders parents. Recorded on CPOMs

If YES

Head of School will meet with parents of both parties, putting in place strategies to support, e.g ELSA, group sessions.
Consequences may be considered in line with the school's Behaviour Policy

This procedure will be followed for any in school and outside incidents

Reporting and recording incidents of bullying

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

We will encourage pupils to report bullying in confidence through;

- Repair & Rebuild – each child is encouraged share their worry with any adult within the school by asking for time to talk. Adults are very aware of our child protection policy and support the child/ren sharing their worry.
- Playground friend, Repair & Rebuild Ambassadors, Learning Ambassadors – these children are stationed in the playground during all playtimes and look out for children who may need them.
- Worry box – Pupil support box stationed in the ELSA room, manned by two elected pupils supported by the school's ELSA.

It is through these systems that pupils can easily have access to reporting routes. Therefore, they will have confidence that their concerns are heard and will be treated promptly and seriously, safe in the knowledge that action will not make the situation worse. Pupils know who will deal with their concerns and will have trust in adults and the school kit will be used by all staff.

We will keep records of bullying incidents to enable us to

- Manage individual cases effectively.
- Monitor and evaluate the effectiveness of the strategies.
- Celebrate the anti-bullying work of the school.

We promote an open and honest anti-bullying ethos through;

- The use of curriculum opportunities such as Restorative Practice and Rights Respecting Schools to draw out anti-bullying messages.
- Raising the awareness of the negative consequences of bullying, through whole school assemblies and supporting the national anti-bullying weeks.
- Engaging pupils in the process of developing our anti-bullying policy creating poster to advertise our ethos

Persistent serious offenders will be taken to the Executive Head teacher or Head of School and again their parents informed.

As a last resort, on the very rare occasions where, in spite of all measures, if a child does not respond the school will follow the procedures as laid down in the DFE circular of "Exclusions and the Education Act."

In extreme cases, when physical intervention might be needed to restrain a pupil from injuring themselves or others, causing damage to property, or disrupting good order and discipline, the school will follow procedures laid down in Section 550A of the Education Act 1996 "The Use of force to Control or Restrain Pupils".

Staff member responsible for implementation and review: Executive Headteacher and PSHE Leader
Government Documentation that supports school policy:

- Preventing Bullying and Tackling Bullying
- Racist Bullying
- Cyberbullying
- Homophobic
- SEND
- Education & Inspections Act

All the Guidance booklets can be accessed via

www.teachernet.gov.uk

Linked Policies:

Behaviour

Sex & Relationships

Staff Conduct

Whistle Blowing

Equalities

Prepared by:

Annette Hixon, April 2017

Ratified by Governor:

Sarah Horsfall, May 2017

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