

SAXILBY CHURCH OF ENGLAND PRIMARY SCHOOL

ANTI-BULLYING POLICY



This policy is underpinned by the Christian ethos and values of the school. At Saxilby Church of England Primary School we seek to support every individual to achieve their best and recognise that each one of us has our own talents which should be nurtured. The Christian values of courage, peace, compassion, forgiveness, friendship and trust are vibrant strands woven within the very fabric of this school's culture.

We will not tolerate bullying of any kind.

Introduction

Bullying is action taken by one or more child with the deliberate intention of hurting another child either physically or emotionally repeatedly and systematically. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional – being unfriendly, tormenting (e.g. hiding belongings, threatening gestures), excluding or name calling.
- Physical – pushing, kicking, hitting, punching or any use of violence.
- Racist – racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – because of or focussing on the issue of sexuality.
- Verbal – name calling, sarcasm, spreading rumours, teasing.
- Discrimination relating to pupil's special educational needs and disabilities.
- Cyber bullying – using email or social networking sites to carry out any of the above.

Bullying is **unacceptable** and damages individual children. No-one deserves to be the victim of bullying. Everyone has the right to be treated with respect. Pupils who

are bullying need to learn different ways of behaving. The school has a responsibility to respond promptly and effectively to issues of bullying.

Aims of this policy:

- To develop a school ethos in which bullying is regarded as unacceptable.
- To produce a safe and secure environment where everyone can learn without anxiety or fear.
- To produce a consistent school response to any incidents of bullying that may occur.
- To make all stakeholders of the school aware of our opposition to bullying and to make clear everyone's role and responsibilities with regard to the education of bullying in our school.
- To give all governors, teachers, non-teaching staff, pupils and parents an understanding of what bullying is.

Roles and responsibilities:

Governors:

- Support the head teacher in eliminating bullying.
- Monitor the incidents of bullying and review the effectiveness of the policy regularly.
- Respond to any request from a parent to investigate an incident.

Headteacher:

- Implement the school anti-bullying policy.
- Ensure that all staff are aware of the policy and procedures.
- Report to the governing body on the effectiveness of the policy.
- Ensure that all children understand that bullying is wrong and that it is unacceptable behaviour.
- Ensure that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- Set the climate of mutual support and praise.
- Report serious or prolonged incidents to parents.

Staff:

- Intervene to prevent incidents from taking place.
- Report incidents to the headteacher.
- Support the bullied child.
- Share incidents with all staff at the point where bullying has been established.
- Endeavour to change the behaviour of the child who is bullying.
- Ensure pupils know what might constitute bullying and how they can be reported.
- Complete an incident report (using the red forms)

Children:

- Must tell either a member of staff or a parent/carer if they feel they are being bullied.
- Remember that bullying is wrong and will be dealt with.
- Be specific about how they feel they are being bullied.

Procedures:

Please see flow chart showing what, how and when action will be taken following a report of bullying.

Outcomes:

- The bully/bullies will be asked to genuinely apologise to the victim and a formal warning may be issued.
- In very serious or persistent cases the child or children responsible will be excluded.
- If possible the children will be reconciled.
- Each case will be monitored and recorded to ensure that repeated bullying does not occur. This will be done by highlighting incidents on the red behaviour forms and will be logged on a record sheet at the front of the behaviour file, showing why the child is being monitored. This file is kept in the head teacher's office. Also in this case any subsequent red forms for the child or children responsible will be sent to the headteacher's office following any incident regardless of the number of times their name appears on that red form.

Prevention:

At Saxilby we will use circle time and personal social and emotional aspects of learning (SEAL) to develop children's understanding of bullying. Through these activities as part of the curriculum children will develop awareness of difference including:

- Special educational needs and disabilities
- Race, culture and religion
- Gender
- Differences in family and lifestyle including homosexuality

Other activities may include:

- Learning about the golden rules
- Writing stories or poems or drawing pictures about bullying
- Reading and sharing stories
- Role play
- Class discussions including class council
- Annual children's survey and monitoring PSHE.

Associated Policies

Behaviour policy

SEN policy

Racial equality policy