

Anti-bullying Policy

1 Introduction

This policy should be read as part of the School's Behaviour Policy but also stands in its own right.

- 1.1 Bullying is a wilful, conscious desire to hurt another child and put him or her under stress. This may be done either physically or emotionally and is often repeated. It can be carried out by an individual or group.

2 Aims and objectives

- 2.1 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.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4 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 governors

- 3.1 The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This 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.
- 3.2 The governors require the Headteacher to report to the governors on request about the effectiveness of school anti-bullying strategies.
- 3.3 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 him/her to conduct an investigation into the case and to report back to a representative of the governing body.

4 The role of the SMT

- 4.1** It is the responsibility of the SMT 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.
- 4.2** The SMT ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The SMT draws the attention of children to this 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 wrong, and why a pupil is being punished.
- 4.3** The Headteacher ensures that all staff receives sufficient training and support to be equipped to deal with all incidents of bullying.
- 4.4** 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 part of their behaviour.
- 4.5.** Persistent bullies will not be tolerated at Holywell Primary and Nursery School and the Headteacher will use the ultimate sanction of exclusion if it is the only appropriate sanction to pursue.

5 The role of the teacher

- 5.1** Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.
- 5.2** Class Teachers have overall pastoral responsibility for pupil welfare so must be informed of all incidents. All staff approached by a child (or children) will:- listen, Investigate, Act and Inform. This procedure is vital to ensure a corporate approach to dealing with problems. Staff will listen to all children and adults as appropriate. At this point the staff will recognise a 'real' bullying situation as opposed to a 'one-off' incident and can respond accordingly. Action will include interviewing the bully (bullies) and establishing appropriate sanctions.
- 5.3** If it is established that there has been an incidence of bullying then it is vital to inform the Deputy Head or Headteacher as parents will need to be contacted. A Pastoral/Incident Form should be completed on the same day as

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the incident is reported and passed on to relevant staff. Parents will be contacted and informed of any serious situations.

- 5.4 Every incident will be different and therefore will be dealt with according to the needs of the situation.
- 5.5. Communication is vital for effective management, therefore, all bullying incidents must be recorded and Classteachers, Deputy Head and Headteacher must be informed at all stages.
- 5.6 Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.
- 5.7 The staff will endeavour to ensure that the school environment is safe.

6 The role of pupils

- 6.1. Every pupil is expected to have and display, respect for his or her peers, all staff and for their school.
- 6.2. Every pupil will have the opportunity during PSHCE time, to learn strategies for avoiding conflict.

7 The role of parents

- 7.1 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.
- 7.2 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.

8 Monitoring and review

- 8.1. This policy will be reviewed annually by the Governing Body. (Next review Aut 07)

Signed:

Date: