

Uppingham Church of England Primary School



Anti-Bullying Policy

Aims and Objectives

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at our school.

We aim to foster an attitude of mutual respect which is supported by our Behaviour Management Policy and Safeguarding and Health & Safety Policies. An understanding of the nature of bullying and strategies to avoid and deal with such incidents is addressed through the school's PSHE lessons, Social Emotional Aspects of Learning materials, Assembly themes underpinned by our Christian values, literacy texts, school council discussions and formal/informal discussions with staff.

Key Features of Bullying

1. It doesn't just happen once
2. It is deliberate
3. It is unfair

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks, threatening)
- Indirect (spreading rumours, excluding someone from social groups etc)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools. We must be particularly vigilant with regards to children with SEND.

Teachers and support staff always aim to be alert to signs of bullying and will act promptly and firmly to deal with it in accordance with school policy.

Statutory Duty of Schools – the Head Teacher has a legal duty under the School Standards and framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation of the policy

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the head teacher. The head teacher will then decide on the next course of action, dependent on and appropriate to the individual circumstances.

The head teacher will interview all concerned in order to establish the facts, and will record the incident in the School Incident Book.

- Class teachers will be kept informed.
- Parents will be kept informed.
- Student support – via school council, buddy systems - A plan of action and follow up meeting will be agreed.
- As a last resort, if the perpetrator continues to bully others, causing either physical or emotional harm, the perpetrator may be subject to the LA's Discipline/Exclusion Procedures.
- Incidents of bullying online out of school fall outside the jurisdiction and responsibility of the school.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the incident (s) with a class teacher or member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Informing parents/carers
- Restoring self-esteem and confidence.

Pupils who are bullying other children will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.
- Informing parents/carers to help change the attitude of the pupil.

The Role of the Teacher

Teachers in our school have a duty to safeguard children and take all forms of bullying seriously. They intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied then, after consultation with the Head teacher/ designated teacher, the teacher informs the child's parents.

We keep an incident book where we record all incidents of bullying that occur. If any adult witnesses an act of bullying, they should report it to the Head teacher/ designated teacher who will record the event in the incident book.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Head teacher/ designated teacher. We then invite the child's parents into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head teacher may contact external support agencies such as social services.

Teachers attend training, which enables them to be equipped to deal with incidents of bullying and behaviour management.

Teachers endeavour 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.

The role of non-teaching staff

Non-teaching staff also have a duty to safeguard children. They are made aware of the anti-bullying policy and should inform the child's class teacher if they witness any incidents which they deem to be bullying.

The role of the Head teacher

It is the responsibility of the Head teacher to implement the school anti-bullying strategy and to ensure that all staff members (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Head teacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in school. For example, if an incident occurs, the Head teacher may decide to use assembly as a forum in which to discuss with pupils why this behaviour is wrong and why a pupil is being punished.

The Head teacher ensures that all staff members receive sufficient training to be equipped to deal with all incidents of bullying.

The Head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are valued and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of governors

The governing body supports the head teacher 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.

The governing body monitors incidents of bullying and reviews the effectiveness of the school policy regularly. The governors require the head teacher or a member of the Senior leadership Team to keep accurate records of all incidents and to report to the governors on request about the effectiveness of school anti-bullying strategies.

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 head teacher and asks him/her to conduct an investigation into the case and to report back to a governor representative.

The role of parents

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.

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.

Date reviewed: February 2016

Please read in conjunction with the Safeguarding Policy 2016.