

HERON CROSS PRIMARY SCHOOL

Anti-bullying Policy

Introduction

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

Aims and objectives

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.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. We aim to limit occurrences of bullying in the playground by ensuring play opportunities for all children, either physical games or for those who would want to, to sit and talk.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

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.

The role of governors

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 will not tolerate bullying taking place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body will monitor any incidents of bullying that occur, and review the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governors respond 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.

The role of the Headteacher

It is the responsibility of the Headteacher 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.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments, through assemblies, workshops and through involvement in the SEAL curriculum (Social and Emotional Aspects of Learning).

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying, and resources such as books/videos are available.

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.

The role of the teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and any that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. After consultation with the Headteacher, the teacher informs the child's parents.

We keep an anti-bullying logbook in the staff room and all staff keep their own records in the classroom. These are referred to for evidence if bullying is suspected. The Headteacher deals with all incidences of bullying and keeps detailed appropriate records.

All staff are aware of early signs of bullying, which could include deterioration of work, spurious illness, isolation, erratic attendance and monitor and act accordingly. This may involve counselling and support for the victim of the bullying, and sanctions 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 the child is repeatedly involved in bullying other children, we inform the Headteacher, the special needs co-ordinator and the Home/School links worker. The child's parents are requested to come in to school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as social services or CAMHS.

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

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.

The role of parents

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.

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.

Monitoring and review

The Headteacher reports to governors annually on the effectiveness of the policy in his/her report to governors. This is done by examining the school's procedures and records of any incidences. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.