

Anti-bullying Policy

Date agreed by Governors: 23rd March 2017

Date Reviewed: 8th March 2017

Date of next Review:

General Introduction:

This policy supports the work of the school in promoting its mission statement, aims and values.

Mission statement:

St Michael's CE Primary School endeavours to provide a happy, safe, caring and stimulating learning environment, based on Christian principles in which all members of the school community are valued as individuals and are encouraged to reach their full potential.

School aims:

At St Michael's we value every member of our school community and our aims are for every child, whatever their background or circumstances, to have the support they need to:

- Develop their understanding of the value of leading a healthy lifestyle
- Work and play in a secure and safe environment in which they are encouraged to develop moral values and mutual respect
- Experience an exciting curriculum which fosters their enthusiasm, develops an enquiring mind and enables every child to achieve his/her full potential
- Access an education for life which promotes British Values that enable all learners to become effective and reliable members of the wider community
- Foster ambition and expectation to carry through to adult life

To achieve these aims all learners, staff, parents and governors will work together to promote our **core values** of peace, courage and respect.



Anti-bullying Policy

Definition

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

This policy works in conjunction with our Behaviour Policy and its effective implementation relies upon our commitment to the 'Golden Rules' that all members of St Michael's community are required to adhere to.

Policy 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.

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 of St Michael's CE Primary School 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.

The governing body reviews the effectiveness of the school policy regularly. The governors require the Headteacher to report to them, 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 Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

The Governing body recognises that children are capable of abusing their peers. This may include bullying (including cyber bullying), gender based violence/sexual assaults (including girl's being sexually touched or boys being subject to initiation/hazing type violence) and sexting. These forms of abuse should never be tolerated or passed off as 'banter' or 'part of growing up' and will be investigated in line with the school's anti-bullying policy. Victims of abuse may be subject to counselling support. Both staff and pupils receive education about bullying and abuse and children are advised how to keep themselves safe at an age appropriate level through planned PHSE sessions and circle times.



Anti-bullying Policy

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 our school. The Headteacher 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.

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

The Headteacher will ensure that a log of bullying incidents is maintained in the school.

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.

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 over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.

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 an appropriate sanction (that reflects the seriousness of the incident) 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. We use Circle Time as a forum to discuss issues involving bullying. If a child is repeatedly involved in bullying other children, we inform the Headteacher and the special educational needs co-ordinator. We then invite the child's parents into the 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 the social services

Teachers work hard 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.

Teachers develop a secure and safe environment within their classrooms by encouraging pupils to follow the 'Golden Rules' that form the basis of our behaviour management strategy.



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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.

Recording

We use a Parental Concern form to record incidents of bullying reported to us by parents. These matters are investigated and the findings and action taken reported back to the concerned parties. Any teacher completing one of these forms should give a copy to the Headteacher who keeps them for analysis purposes. A copy of this form can be found at the back of this document.

The Headteacher is required to keep records of racial incidents and report these to the Local Education Authority at the end of each term. Teachers witnessing any racial incident should report it to the Headteacher immediately.

Class teachers should keep records of any bullying involving pupils in their class.

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this through discussion with the Headteacher and by reviewing the Parental Concern forms. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Signed:

Date Agreed:

Date for Review: September 2017

