

Anti-Bullying Policy	
DATE OF REVIEW: April 2014, April 2015, February 2017	
DATE OF NEXT REVIEW: February 2019	
TO BE REVIEWED BY: Finance and Personnel	

Statutory duty of schools

Headteachers have 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.

Introduction

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 schools.

The school will aim to:

- Eliminate bullying in school
- Create an emotionally safe environment where positive relationships can develop
- eradicate the use of homophobic and racist language
- Better reflect pupils' different families in school
- Ensure that all pupils, parents/carers and staff are aware of this policy and their roles and responsibilities in contributing to its success.

DEFINITION OF BULLYING

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms and is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. We have introduced the phrase 'Several Times On Purpose' (STOP) to help the children tell the difference between bullying and general unpleasant actions.

The main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups).

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 are encouraged to report bullying in schools and are taught to **Start Telling Other People (STOP)**.

Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Implementation

The following steps may be taken when dealing with incidents:

The School and staff

- 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 Headteacher
- the Headteacher will interview all concerned and will record the incident
- teachers will be kept informed
- parents will be kept informed
- punitive measures will be used as appropriate and in consultation with all parties concerned.

A log will be kept by the school of all incidents including a summary, actions taken and resolution.

Pupils

Pupils who **have been bullied** will be supported by:

- offering an immediate opportunity to discuss the experience with their teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence.

Pupils who **have bullied** will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending
- missing break and lunchtimes
- exclusion from certain areas of school premises
- internal exclusion (refer to internal exclusion guidance)
- fixed fixed-term exclusion
- permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in SEAL (Social, Emotional Aspects of Learning), assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Parents/carers :

- Work in partnership with the school
- Advise their children to report any concerns to a member of staff
- Discourage behaviours which might be considered as bullying
- Stress to their children that retaliation is not helpful
- Contact Debbie Bryant the administrator or speak with the class teacher to arrange an appointment with the child's class teacher to discuss concerns
- Co-operating with the school, if their child/children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves
- Accept their role in dealing with bullying behaviours which occur outside the school so that they do not interfere with effective learning and teaching during the school day

Monitoring, evaluation and review

The school will review this policy every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Strategies for the Prevention of Bullying

- In order to prevent bullying in South Tawton Primary School we teach children that bullying is wrong both directly and by example. We encourage co-operative behaviour and use positive discipline strategies rather than negative ones. We recognise the 'at risk pupils' and make sure they are safe in school. We recognise the areas in school and the times when bullying might occur and monitor these closely. We engage the help of pupils and parents in helping to eradicate bullying from school. We understand that different responses might be needed for different types of bullying

To be read alongside the Promoting Positive Behaviour Policy

Signed (Chair of F&P)

Date