



Nicol Mere CP School

Anti-bullying Policy

2017

- **Bullying is action persistently 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 and promoting a positive school ethos (linked to the Mission Statement) in which bullying is regarded as unacceptable
 - ❖ highlighting the rights of every child to learn in a safe environment in order to reach their full potential
- 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 through systems such as circle time, the School Council and assemblies .

The role of governors

- The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body does not allow bullying to take place in our school, and tries to ensure that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The school responds to any request from a parent to investigate incidents of bullying. The governing body will support the headteacher and can ask him/her to record an investigation and to report back to a representative of the governing body.

- **The role of the headteacher (logging Sentinel)**

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.

- To record any proven incidents of bullying by logging them.

Anti-bullying Policy

- 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. 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 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. This is further reinforced through the EI (emotional Intelligence) programmes such as SEALS and PATHS.
- **The role of the teacher**
 - To liaise with the HT/DHT if suspected or proven bullying occurs and ensure incidents are logged. (this is different from ongoing misbehaviour where teachers keep their own classroom log)
 - 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, consultation with the headteacher and the child's parents will take place.
 - If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately to DHT/HT. 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 headteacher. 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.
 - If required, teachers can be supported by the SLT with training to enable them to become better 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 roleplay, discussion and circle time and 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, can/ 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**
 - This policy is monitored by the SLT and report to governors about the effectiveness of the policy on request.
 - This anti-bullying policy is the headteacher's and governors' responsibility and they review its effectiveness regularly and analysing information with regard to children involved in bullying incidents if necessary.