



Anti- Bullying Policy

Reviewed November 2015

Anti-bullying Policy

Our Overall Aim

Incidents of bullying at Deerhurst and Apperley C of E Primary School have been few and far between, and where they have occurred have not been of a serious nature. However, we recognise our responsibility to have procedures in place, should an incident occur.

Teaching children about bullying and what to do if they feel bullied is part of our PSHCE programme.

Staff and Governors at Deerhurst and Apperley C of E Primary School regard all forms of bullying and harassment as unacceptable. In order for our children to learn and achieve their full potential they need to feel safe, respected and valued and therefore...

BULLYING WILL NOT BE TOLERATED

Definition of bullying

Bullying is any deliberate act, which results from a conscious desire to hurt, threaten or frighten someone. It is an abuse of power and results in pain and distress to the victim, who generally has not provoked the bullying. The bullying is usually a campaign over time against a child, but sometimes there can be just one incident.

Bullying can sometimes take place in the classroom, but generally occurs in the playground.

Bullying can be physical, verbal, social or psychological and may take many forms such as:

- Physical:** May include: repeatedly being pushing, kicked, hit, taking and damaging your personal belongings.
- Verbal:** May include: constant teasing, repeated violent threats, name calling, sarcasm, gossiping.
- Emotional:** May include: being tormented, humiliated, ridiculed, ignored, excluded, spreading rumours, turning your friends against you.
- Sexual:** May include: unwanted sexual contact, unwelcome sexual comments or suggestions.
- Racist:** May include: gestures, taunts, graffiti, physical violence, mocking about your race or ethnic origin.

Homophobic: May include: anti gay name-calling, being beaten up, offensive comments relating to your sexuality.

Cyber: May include: all the above only by alarm, distress or humiliation that uses internet-related and telephone technology. text or over the internet,

In our school we have also listed:

- derogatory name-calling, mimicry
- racist and sexist remarks
- nasty teasing
- deliberately organised and consistent ignoring (sending to Coventry)
- physical violence
- spreading rumours
- verbal threats
- writing hurtful things about someone
- demanding money or possessions
- being deliberately unfriendly
- tormenting
- taunting
- threatening or rude gestures
- discrimination against physical disability
- being 'different'
- stigmatisation of a child with physical or emotional differences.
- Cyber bullying
 - With the advent of increased access to the internet for all children, the incidence of cyber bullying has increased. Staff at Deerhurst & Apperley CE Primary School have received awareness training from the Police Service (September 2009) to rise our awareness of this potential risk. Staff have a clearer understanding of the issue, know how to prevent and respond to incidents should they occur in school.

Racist comments must always be referred directly to the LA

In accordance with our policies on PSHCE, Behaviour, Pastoral Care and Equality of Opportunity, Deerhurst and Apperley C of E Primary School maintains a climate of openness and trust between all adult workers, teachers and children and sets curriculum time aside to look in detail at bullying and the issues involved. This will normally occur in the first term of each academic year, but although these are the formal times of study,

ongoing issues are dealt with immediately and many of the topics arise throughout our school worship/assembly themes.

Guidance and procedure

Children will be listened to in an appropriate setting as a matter of entitlement and will:

- have their concerns addressed and taken seriously
- be told of any action taken.

A child suspected of bullying will be:

- listened to in an appropriate setting
- presented with the established facts, following the investigation of any allegation
- helped to understand the seriousness and damaging consequences of their bullying behaviour and the reasons for any action taken.

Parents can expect that:

- their children will be educated in a safe, secure and caring community
- all reasonable steps will be taken to prevent bullying
- any incident or allegation of bullying will be investigated and dealt with promptly.

The school expects parents to:

- Work with the staff and governors regarding the key issues outlined
- Follow the appropriate sanctions indicated by the teacher/Headteacher
- Help their child to make amends for their actions
- Be open and honest with information sharing

Dealing with incidents

Despite the measures we take as a school to discourage and prevent bullying, incidents may occur from time to time. It is important, therefore to have clear procedures on how incidents are dealt with.

School procedures

- To combat stigma and discrimination through the application of positive procedures.
- Member of staff talks with the victim(s) in a suitable environment to gather full details and reassures him or her.

During this period the bully/bullies and the bullied are kept apart for a calming period with no discussions or accusations between themselves.

- Member of staff meets the bully or bullies as a group with a view to obtaining their co-operation and support.
- Member of staff talks to any other party who may have information regarding the incident.
- Bystanders are urged to try to help in the future (for example, by telling a member of staff, or including children in games) rather than collude by merely standing by.
- Member of staff discusses with bully as to what would be an appropriate course of action. The bully will be given the opportunity to offer their opinion as to what they should do to make up for the bullying.
- Bully(ies) and victim meet; issues discussed.
- Parents of both the victim and the bully are contacted by a senior member of staff and informed of the incident, its consequences and any action taken, whether or not the incident has not been resolved.
- Monitor the sanctions imposed. If relevant give praise for maturity and co-operation.
- Work with victim to promote confidence and self-esteem.
- Work with bully to support agreed behaviour change.

Sanctions

Sanctions used in a bullying incident are consistent with our behaviour policy. This means that if the child persists with unacceptable behaviour, playtimes will be forfeited and the child will be sent to a senior member of staff who will, in turn, follow the sanctions indicated in the behaviour policy. The Head teacher will deal with all extreme cases.

If in-school sanctions fail and the bullying continues, it may be necessary to exclude the bully for a fixed period. During this time, the school will provide the bully with opportunities to understand their actions and make amends. The Head teacher and other appropriate members of staff will be notified of all bullying incidents and will keep a record of them.

Monitoring and Review

This written policy was drawn up by the Head teacher after consultation with staff and Governors, and will be formally reviewed on a regular basis in accordance with the School Development Plan. This written policy will be presented for governor approval in January 2016 at the Full Governing Body Meeting.

The 'Anti-Bullying' policy should be read in conjunction with our 'PSHCE', 'Behaviour' and 'Equal Opportunities' policies.

OUR KEY MESSAGES

- BULLYING IS NOT TOLERATED!
- IT'S NOT YOUR FAULT IF YOU ARE BEING BULLIED
- TACKLING BULLYING IS EVERYONE'S RESPONSIBILITY!
- IT'S OK TO TELL

This policy was reviewed by staff at a staff meeting on 25th November 2015 and will be presented to the Full Governing Body Meeting on 21st January 2016

Signed: Jayne Neveu - Head teacher

Date:

Barbara Messham - Chair of Governors

Date: