

Anti-bullying Policy (Reviewed July 2021)

1. Introduction

- 1.1. **Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:**
 - physical (hitting, kicking, theft) verbal (name calling, racist remarks)
 - indirect (spreading rumours, excluding someone from social groups)
- 1.2. 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 must be encouraged to report bullying in schools.
- 1.3. Ingham Schools' teaching and ancillary staff stay alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

2. Aims and objectives

- 2.1. **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.**

Bullying is wrong and damages individual children. In our school we do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- 2.2. 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.
- 2.3. 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.

3. The role of the Headteacher / senior teacher

- 3.1. **The Head teacher and senior management team 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.**
- 3.2. It is the responsibility of the Headteacher (senior member of staff in the head's absence) 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.
- 3.3. 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. Anti-bullying will be a theme for assembly during each school year. The school will participate in the annual anti-bullying awareness week.
- 3.4. The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 3.5. 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.

4. Implementation

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas.

- 4.1. 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 in an incident book. The lunchtime supervisors record any incidents on a sheet and return it to Headteacher each week as a means of monitoring incidents.
- 4.2. All incidents of bullying that occur outside lesson time will be reported to the class teacher and recorded in the class incident book. Incidents either near the school or on the children's way home or to school will be reported to the Headteacher. If any adult witnesses an act of bullying, they should report the event to school.
- 4.3. Teachers will be kept updated and receive training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- 4.4. 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.
- 4.5. The following steps may be taken when dealing with incidents:
 - 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 head teacher
 - The head teacher will interview all concerned and will record the incident
 - Parents will be informed and kept informed of actions taken
 - Sanctions will be used as appropriate and in consultation with all parties concerned.

4.6. Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- explaining why the action of the child was wrong
- reassuring the pupil
- offering continuous support this may involve counselling
- speaking with the parents
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened and explaining why the action of the child was wrong; we endeavour to help the child change their behaviour in future
- discovering why the pupil became involved
- informing parents or guardians to help change the attitude of the pupil and developing actions to be taken in consultation with parents and pupil to change their behaviour
- In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as behaviour support or the social services.

4.7. The following disciplinary steps can be taken:

- official warnings to stop the bullying
- detention/ loss of break times
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

5. The role of parents

- 5.1. 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.
- 5.2. 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.

6. The role of governors

- 6.1. 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 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.
- 6.2. The governing body monitors the incidents of bullying that occur, and reviews 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.
- 6.3. The governing body responds to any request from a parent to investigate incidents of bullying through the complaints procedure.

7. Monitoring and review

- 7.1. 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.
- 7.2. This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

8. Impact Assessment

- 8.1. Under the specific duties laid down in the Race Equality and Diversity Strategy, the school will assess the impact of all their policies including the Anti-Bullying Policy on pupils, staff and parents from different groups. In particular, the school will assess whether the policies have, or could have, an adverse impact on the attainment levels and personal well being of the pupils from different racial, faith, gender groups and pupils with disabilities.
- 8.2. The school will also monitor the following areas by different groups
 - Exclusion
 - Punishment and reward

Signed:

Date: July 2021