



Reviewed on:	September 2023
Next Review:	September 2024
Staff Responsibility	SENCO/ Headteacher
Governor responsibility	FGB
Signed by Chair	

Anti-Bullying Policy

All children should feel safe in school. We want children to be happy in school so that they can concentrate on their school work, do their best, respect others and accept difference.

Aim

The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is unacceptable and will not be tolerated.

What Bullying is:

We have defined bullying as **deliberately** hurtful behaviour repeated over a period of time.

Bullying may be:

- Verbal (e.g. name calling or unkind words).
- Physical (e.g. hitting or kicking).
- Emotional (e.g. spreading rumours or excluding a child from a friendship group).
- Cyber (e.g. social media/text/internet).
- Prejudice-based abuse or hate crime, which is perceived by the victim or any other person to be motivated by a hostility or prejudice-based on a person's real or perceived: disability, race, religion, gender identity or sexual orientation

As a school we support children to be caring, to share, to help each other, and to respect difference which we believe is the best way of preventing bullying.

Statutory Duty of Schools

Headteachers have a legal duty under The School Standards and Framework A to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Whole School Preventative Approach

- We use a range of whole school strategies to support appropriate behaviour.
- We demonstrate respect to each other and to pupils, modelling appropriate behaviour.
- We monitor children's well-being and take prompt action where there are concerns.
- We encourage children to play respectfully together.
- We teach a No Outsiders curriculum during PSHCE.
- We hold weekly No Outsiders assemblies.
- We have an active Equalities and Rights Advocates group, who meet weekly to raise awareness and improve rights for all within our organization.

- We encourage children to share concerns verbally, if confident enough to do so. These concerns are shared with staff and acted upon appropriately.
- Information is provided to children, staff and parents, regarding bullying, throughout the year.

Implementation

The following steps may be taken:

- If bullying is reported or suspected then the pupils are encouraged to tell an Equalities and Rights Advocate or a member of staff straight away.
- Support given to the child being bullied.
- Restorative meeting with the child/children who are carrying out the bullying (to prevent it from happening again).
- A member of staff will discuss the situation with the pupils involved.
- If appropriate, the Headteacher will interview all concerned and will keep a record of the situation.
- If prejudicial language or behaviour has been used, a PLAB (Prejudicial Language and Behaviour) form will be completed and kept on file.
- Class teachers are kept informed and will monitor to ensure that the situation is not repeated.
- Parents may be informed.
- All incidents are reported on My Concern and acted upon in a timely manner.
- Regular surveys to monitor the types of bullying in school and to inform future actions.
- School using current advice from the Government and Local Authority to update current practice.
- Sanctions will be used according to the severity of the situation.

What should parents/carers do about bullying?

- Discuss with their child what happened, encouraging the child to see the situation from all perspectives.
- Contact the school to discuss any concerns.
- Monitor their child's use of the internet to ensure that they are safe.
- Further parent information can be found in the 101 Tips for Parents: Preventing and Dealing with Bullying. (Copy available on request).

Please read this policy in conjunction with the Safeguarding Policy, Child Protection Policy and Behaviour Policy.