

South Baddesley CE Primary School

Anti- Bullying Policy

Every child has the right to be educated in a **SAFE** environment. At South Baddesley CE Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play happily and successfully. We have an **ACTIVE** anti-bullying policy.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

This policy has been formulated by the PSHE leader, Headteacher and Governor sub-committee in consultation with pupils, staff and parents.

What is bullying?

Bullying is deliberate, repeated action (verbal or physical) by one or more children with the intention of hurting another child physically or emotionally.

Bullying behaviour may include the following, but it is not restricted to this list:

- name calling,
- teasing,
- rumour spreading,
- threatening,
- excluding,
- ganging-up,
- ridiculing,
- taking or damaging possessions,
- unwanted physical contact,
- on the grounds of a child's race, sex, religion or ability,
- deliberately intended to cause distress to someone either in or out of class times,
- cyber bullying, such as sending abusive texts or emails.

The aims of this policy are:

- To create a school community in which our Christian Values: **RESPECT and TRUST, COURAGE and PERSEVERANCE, PEACE and THANKFULNESS** are at the heart of school life and culture.
- To enable children to support and care for each other so that they can **EXPLORE, ACHIEVE and LEARN TOGETHER.**
- To create a whole school approach to preventing, responding to and resolving acts of bullying.

HOW?

Our aims are achieved by ensuring:

- Every child knows BULLYING is UNACCEPTABLE and will not be tolerated.
- Every child knows what bullying is and that bullying can be stopped.
- Every child knows to TELL an adult if bullying occurs.
- Communication between home and school is effective and supports both victims of bullying and perpetrators.
- Good LISTENING systems and opportunities to discuss all types of bullying openly.
- Staff are alert to cases of bullying and able to sensitively respond to incidents.
- Effective recording systems.
- Development of trained staff, including ELSA support.
- On-going information sharing with wider school community.

We have a range of strategies to PREVENT, RESPOND to and RESSOLVE bullying.

Prevention:

- An effective **Behaviour Policy and shared language of expectations.**
- Whole school use of **VALUES STATEMENT and CLASS CHARTERS.**
- Good role models and excellent relationships throughout the school community.
- A strong PSHE curriculum.
- Opportunities to discuss and understand what bullying is and how it can be stopped through: assemblies, PSHE and circle times.
- Promotion of team work and support of others through a range of curriculum activities.
- Positive playtime experience through a carefully planned and created environment, supported by well-trained staff.
- Promotion of pupil voice through **SCHOOL COUNCIL.**
- Opportunities within the computing curriculum to understand internet safety and cyber-bullying.
- Support and monitoring part of Pupil and Staff Well-Being Governor Committee.

Response:

Any reported case of bullying is taken seriously. All children will be given the opportunity to talk to an adult within the school community. Parents will be informed. The incident will be shared with the Headteacher and recorded in the Behaviour Log. Sanctions appropriate to the behaviour will be taken and support will be given to the victim/s of bullying. The outcomes will be carefully monitored by all staff. Further action will be taken if necessary.

Please see 'Guidance for Staff' appendix one.

Resolve:

- TALK opportunities, such as immediate access to ELSA for all pupils involved.
- Referral to external agencies if necessary.
- Whole class circle time if appropriate.
- On-going monitoring and development of curriculum opportunities.

This policy is linked to a range of other school documents:

- Safeguarding Policy
- Behaviour Policy
- Home-School Agreement
- SEN Policy

Monitoring and Evaluation:

The PSHE leader, Headteacher and Governor Sub-Committee will monitor the policy in the following ways:

- Pupil questionnaire, via School Council
- As a part of the Parent Questionnaire and through discussion at Parent Forum
- SLT monitoring of the Behaviour Log and on-going feedback to Governors

Date approved by Governors: **1st October 2015**

Review date: **July 2018**

Mid-cycle review: **May 2017**

Appendix One: Guidance to Staff

If a pupil reports an incident of bullying to you, please follow this guidance.

Remain calm and provide the pupil with a good opportunity to TALK.

LISTEN to the information that they are sharing. Explain to the child that you are going to record the information. Sensitive record the details.

Reassure the child that they have done the right thing telling an adult and that you will follow-up the incident.

Share the information with, the class teacher, senior member of staff or Headteacher.

Be prepared to talk to the parents about the incident.

Ensure all action is taken swiftly.

Always be vigilant to bullying and taken immediate action if you have concerns.