

# Reevy Hill Primary School

## Policy Documentation

### Anti-Bullying Policy

#### OUR VISION

To ensure a caring, safe and supportive environment for all our pupils

Responsibility for Review : Jo Bradley, Headteacher

Relationship to other Policies	Date	Status
<ul style="list-style-type: none"><li>• Behaviour Policy</li><li>• Safeguarding Policy</li><li>• E-Safety Policy</li></ul>	May 2016	Governor Approval
	<u>March 2017</u>	Review

# Reevy Hill Primary School

## Anti-Bullying Policy

### Introduction

At Reevy Hill we are committed to working with staff, pupils, parents and outside agencies to provide a caring, safe and supportive environment for all our pupils. We recognise that for children to learn to their full potential they need to feel that they are able to work in a relaxed, safe atmosphere, without fear of being bullied.

DFES guidance defines bullying as - actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal abuse) or indirect (for example, being ignored or not spoken to).

Bullying can be defined as:

Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

Physical - pushing, kicking, hitting, punching or any use of violence

Racist - racial taunts, graffiti, gestures

Sexual - unwanted physical contact or sexually abusive comments

Homophobic - because of, or focussing on, the issue of sexuality

Verbal - name-calling, sarcasm, spreading rumours, teasing

Cyber - all areas of internet, such as e-mail and internet chat room misuse, mobile telephone threats by text messaging and calls, misuse of associated technology i.e. camera and video facilities

### Policy Aims

Bullying of any kind is unacceptable at our school. We will respond promptly and effectively to issues of bullying.

We aim to be a school where everyone treats each other with respect.

We aim to be a school where children and parents are always listened to and their issues are addressed appropriately.

We aim to be a "Telling School" - this means that anyone who knows that bullying is happening is confident that they can tell someone and it will be addressed.

We aim to ensure that all those connected with the school are aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

We listen to children's concerns and always follow them up with appropriate actions. We inform that child about any action taken and support the victim throughout.

We listen to parent's concerns and always follow them up with appropriate actions. We inform the parent(s) about any action taken.

We aim to support the bully to break the cycle of abuse and learn different ways of behaving.

Our anti-bullying policy is an integral part of the school behaviour management plan and bullying is treated as serious poor behaviour which is always addressed by a senior member of staff.

### **The role of the Governors**

The Governing Body supports the head teacher in all attempts to eliminate bullying from our school. The Governing Body will take seriously all incidents of bullying and deal with them appropriately.

The Governing Body monitors all incidents of bullying and regularly reviews the effectiveness of this policy.

A parent who is dissatisfied with the way school has dealt with a bullying incident should follow the school's complaints procedure.

### **The role of the headteacher**

It is the legal duty of the head teacher 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. It is the head teacher's duty to implement the school anti-bullying strategy and to ensure that all staff follow the policy guidelines.

The headteacher will ensure that all staff have appropriate training to be equipped to identify and deal with all incidents of bullying.

### **The role of the teacher and support staff**

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 or loss of concentration. All staff must be alert to the signs of bullying and act promptly and firmly in accordance with school policy.

All staff take all forms of bullying seriously and seek to prevent it from taking place.

Teachers will investigate all incidents of bullying. If the bullying continues the teacher will inform the head teacher and the SENCO/Inclusion Leader. Parents will be informed.

If a child is repeatedly reported to staff for bullying, the headteacher will invite parents in to discuss the issue and the SENCO/Inclusion Leader will draw up a personal support plan to be agreed with the child and parent.

In extreme cases the headteacher may contact external support agencies.

### **The role of the parent**

Parents are required to complete a 'Home School Agreement', supporting their child in maintaining the behaviour expectations of the school (see Behaviour Policy). 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. If they are not satisfied with their response they should speak to the headteacher. If they remain dissatisfied, they should follow the school's complaint procedure.

Parents have a responsibility to support the school's anti-bullying policy and encourage their child to be a positive member of the school community.

### **The role of the pupil**

Pupils are encouraged to tell a trusted adult if they feel that they are being bullied. Pupils are regularly invited to tell us their views about a range of issues, including bullying. Our School Council regularly discusses issues linked to the policy and council members are supported in their promotion of anti-bullying policy and practice. The school has an active playground Buddy system whereby peers act as support for pupils who may be experiencing bullying. The Buddies receive training on dealing with incidents and accessing the right support.

Signed: Jo Bradley

Date: May 2016

Ratified by Governors:

Reviewed by school council and C. Gibson April 2016