

Datchet St Mary's C of E Primary Academy

Anti-Bullying Policy 2017

Policy produced and Approved byStandards.....Committee

On21st November 2017..... (Date)

Signed..... Print Name.....

Introduction

Bullying is continuous action taken by one or more persons with the deliberate intention of hurting another person, either verbally, physically or emotionally directly or indirectly.

Aims and Objectives

- Bullying is wrong and damages individual children. We therefore do all we can to prevent it by promoting a school ethos in line with our mission statement in which bullying is regarded as unacceptable.
- Every child matters at our school, where we aim, as a school, to produce a safe and secure environment where all pupils can progress academically, socially and emotionally.
- This policy aims to produce a consistent whole school response to any bullying incidents that may occur (see behaviour management policy) on the grounds of race, faith, gender, sexual orientation, physical differences, disabilities or abilities.
- We aim to make all those connected with the school and its wider community aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

The Role of Governors

- The governing body supports the Headteacher in all attempts to eliminate bullying from our school. Incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- 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.
- The governing body responds within a reasonable time to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

The Role of the Headteacher

- It is the responsibility of the Headteacher to oversee the implementation of the school anti-bullying policy 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.
- The Headteacher ensures that all children understand that bullying is wrong, and that it is unacceptable behaviour in this school. For example, if an incident occurs, the Headteacher may decide to use assembly time as a forum in which to discuss with other children why this behaviour was wrong.
- The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 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.

The Role of the Teaching Staff

- Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. We keep an incident book in the staff room and inform relevant members of staff.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, all parents concerned are informed.
- If, as teachers, we become aware of any bullying taking place between members of the school (including cyber bullying), we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and appropriate sanctions for the child who has carried out the bullying. We spend time talking to the child who has bullied; we explain why their action of the child was wrong, and we endeavour to help the child change their behaviour in future.
- If a child is repeatedly involved in bullying other children, despite intervention, we inform the Headteacher. If appropriate, we then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies.
- All staff attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- 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. Possible strategies may include role play, circle time, rewarding acts of kindness, Headteacher Awards, class and school council meetings, PSHE lessons and Bible stories.

The Role of Parents

- 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.
- 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.
- Parents are encouraged to adhere to our school Anti-Bullying policy and advised not to take matters into their own hands and leave the responsibility of dealing with the incident with the school.

Monitoring and Review

- This policy is monitored by the Headteacher, who reports to governors about the effectiveness of the policy on request.
- This anti-bullying policy is the governors' responsibility and they review its effectiveness annually.

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