



Anti-Bullying Policy Washacre Primary School

Written – September 2013

Next Review – September 2014

WASHACRE PRIMARY SCHOOL

ANTI-BULLYING POLICY

Aims and objectives

Bullying is wrong and damages children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

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.

The role of the Curriculum

In our curriculum we explore feelings, self esteem and behaviour towards others. We learn about our basic human rights to feel safe, valued and loved. Every class has agreed 'Golden Rules' which express our commitment to treating each other well.

School assemblies and PHSE and C lessons explore harassment and bullying as well as relationships.

In computer studies we explore internet safety and share information from CEOP with children and their families.

We work with Fort Alice to learn more about positive relationships and the impact of abuse.

School participates in anti bullying week annually.

The role of the Interim Executive Board (IEB)

The IEB supports the Headteacher in all attempts to eliminate bullying from our school. The IEB will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The IEB monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The IEB requires the Headteacher to keep accurate records of all incidents of bullying, and to report to the IEB on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of the IEB to look into the matter. The IEB responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the IEB notifies the Headteacher, and asks 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 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 identify and deal with incidents of bullying. The

Headteacher reports to the IEB about the effectiveness of the antibullying policy on request.

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 an assembly as the forum in which to discuss with other children why this behaviour was wrong.

The Headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and 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 teacher and support staff

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

Teachers keep their own records of all incidents that happen in their class, and that they are aware of in the school. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Headteacher. Teachers and support staff 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, the teacher informs the child's parents.

In the Headteacher's room there is an incident logbook in which staff record all persistent incidents of bullying that occur both in and out of class. We also record incidents that occur near the school, or on the children's way between school and home. Any adult who witness an act of bullying should record it in the incident book.

When any bullying taking place between members of a class, the teacher will deal with the issue immediately. If a child is repeatedly involved in bullying other children, we inform the Headteacher and the special needs coordinator. 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, such as the Behaviour Support Team.

All members of staff attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

The role of volunteers in school

Should a volunteer see or hear anything which causes them concern regarding a child's or adults wellbeing and/ or safety they must report it to either the class teacher or the headteacher.

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. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in pupil questionnaires.

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to the IEB on request about the effectiveness of the policy.

This anti-bullying policy is the IEB's responsibility, and they review its effectiveness regularly. They do this by examining the school's incident logbook, where incidents of bullying are recorded, and by discussion with the Headteacher.

IEB members analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

This policy will be reviewed in one year, or earlier if necessary

Signed : J Haunch

Date : Sept 2013