



## **Worlebury St. Paul's Church of England V.A. Primary School.**

### **Anti-bullying Policy.**

**This policy should be taken as part of Worlebury St Paul's Church of England school's overall strategy and implemented within the context of our vision, aims and values as a Church of England School.**

#### **Rationale.**

The anti-bullying policy seeks to support children's and young people's development in ways, which foster security, confidence and independence. It should be regarded as central to the well-being of the individual and is therefore seen to be an intrinsic part of all aspects of the curriculum. Because the internet may be used within any curricular area and more widely within school, the Online Safety Policy is a sub-policy of every other policy at our school and should be adhered to at all times and within every aspect of school life.

#### **1 Introduction**

- 1.1** Bullying is on-going action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

#### **2 Aims and objectives**

- 2.1** Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- 2.2** We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.3** This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4** 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.
- 2.5** Throughout our school community our Online Safety Policy must also be adhered to.

#### **3 The role of governors**

- 3.1** The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the

governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

**3.2** The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. 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 record book is to be kept in Head teacher's room.

**3.3** The governing body responds within ten days to any written 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.

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

**4.1** 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 deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

**4.2** 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 Worship as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished or asked to reflect on his/her behaviour.

**4.3** The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are valued and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

#### **5 The role of the teacher**

**5.1** Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.

**5.2** If teachers witness an act of bullying, they do all they can to support the child who is being bullied.

**5.3** We keep a logbook in the Headteacher's office where we record all incidents of bullying that staff are aware of.

**5.4** If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately in school and also inform the parents concerned. This may involve counselling and support for the victim of the bullying, and an appropriate reprimand for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the 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, we inform the headteacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. If a child is being bullied over a period of time, then, after consultation with the

Headteacher, the teacher informs the child's parents. The date, time and members present at the meeting needs to be recorded along with the action taken.

- 5.5 Inset relating to behaviour management and dealing with incidents of bullying will be provided as necessary.
- 5.6 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.

## **6 The role of parents/carers**

- 6.1 Parents /carers 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.
- 6.2 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.

## **7 Monitoring and review**

- 7.1 The Headteacher reports to governors about the effectiveness of the policy on request.
- 7.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's logbook, and by discussion with the headteacher.

This policy should be reviewed annually.

**Signed:**

**Date: 18<sup>th</sup> May 2016**

Equality Impact Assessment Review