

# St Chad's Patchway CE VC Primary School

*Learning to love, loving to learn.*

## **ANTI-BULLYING POLICY**

### **Introduction**

*“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.”* DfE Preventing and tackling bullying July 2017.

The school takes all forms of bullying seriously, and seek to prevent it from taking place. This document is intended to ensure measures are in place to reduce the likelihood of bullying and appropriate actions if bullying is been identified. When we use the term bullying, we encompass all that has been described above.

### **Aims**

- Bullying is wrong and damages individual children and impacts those who care for them. 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 prevention of bullying in our school.
- We have developed a climate of understanding and care within the school which goes a long way to preventing negative behaviour and bullying. All pupils are aware of each other and work to be supportive of each other.
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### **Principles of Practice**

- Teachers keep their own records of all negative behaviour incidents that happen in their class, and that they are aware of in the school. If teachers witness an act of bullying, they will investigate it themselves then refer it to the Headteacher.
- Any adult who witnesses an act of bullying should report the incident to the class teacher, who will investigate and take the appropriate action as above.
- 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 the teacher or Headteacher informs the child's parents or carers.
- When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim and punishment for the offender. Time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future.
- We then invite the child's parents or carers into the school to discuss the situation. In more extreme cases, e.g. where these initial discussions have proved ineffective, the Headteacher may contact external support agencies, such as the social services.
- All members of staff attend training, when appropriate, 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, PSHE, class council, review 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.
- 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, staff will support this.
- Pupils are invited to tell us their views about a range of school issues, including bullying, through the school council and the staff pupil interactions where all pupils know there are safe adults they can trust and the staff know the pupils very well, to be able to spot potential changes in behaviour, as well as other signs that something is not right.
- We have an open door policy and parents / carers are encouraged to communicate with staff consistently about matters good or bad and this includes possible concerns of bullying or negative behaviour towards their child.

### **Monitoring and evaluation**

Bullying and all negative behaviours are monitored by the school, via class teachers' records, initially by the Deputy Head Teacher, who reports concerns to the Headteacher. As part of reporting to Governors, the Headteacher will report on behaviour including any incidences of bullying if they occur.

This policy follows the Local Authority advice and Follows statutory guidance and best practice guidelines from the following:

Preventing and Tackling Bullying, DfE 2017

Keeping Children Safe in Education, DfE 2016

Anti-Bullying Alliance – updating or reviewing your policy