

ANTI-BULLYING POLICY

RATIONALE

Barwick and Stoford CP School is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

MISSION STATEMENT

Barwick and Stoford C P School actively promotes positive interpersonal relations between all members of the school community. This policy has been developed through consultation which involved all members of the school community – children/young people, parents/carers and all school staff.

PRINCIPLES.

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Schools will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

DEFINITION OF BULLYING

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils. (Agreed in consultation with teachers and pupils).

FORMS OF BULLYING

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

LINKS WITH OTHER SCHOOL POLICIES

Pastoral Care; Child Protection; Positive Behaviour / Discipline Policy; Acceptable Use of the Internet Policy.

PARTICIPATION & CONSULTATION PROCESS

- Awareness raising programmes (Curriculum & parent information evenings)
- Survey/questionnaires distributed to pupils, parents and whole school staff.
- Obtaining the views of elected student representatives e.g. school's council
- Seeking the views of parents at information evenings.
- Monitoring evaluation and review.

RESPONSIBILITIES OF ALL STAKEHOLDERS.

The Responsibilities of Staff

Our staff will

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to (Mrs Wardally – Headteacher and child protection officer)
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to (their class teacher or TA) and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;

- Keep a written record of any reported instances of bullying Anti-Bullying Policy
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

The Responsibilities of All

Everyone should:

- Work together to combat and, hopefully in time, to eradicate bullying.

PREVENTATIVE MEASURES.

- Within the school community
- Pastoral provision
- Classroom management
- Guidelines for records and sanctions

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

- Steps taken to support and respond to the needs of both bullied and bullying pupils.
- Records kept
- Action which may be taken
 - Contacting parents/carers of all pupils concerned in the bullying incident.
 - Investigation.
 - Feedback to those concerned.
 - Sanctions.
 - Contacting relevant professionals eg. EWO, Behaviour Management Team, Education Psychology, Pupil Personal Development Team

CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF

The school will offer all new members of staff training in the area of antibullying

MONITORING AND REVIEW

This policy will be reviewed 06/2017