



Aims of this policy

The aim of this anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will our pupils be able to fully benefit from the opportunities available at school and reach their full potential.

We aim to be a **telling** school!

Anyone worried about being bullied should **tell** someone—a parent, teacher or teaching assistant. This is the first step towards tackling the bullying behaviour.

However, we know that it is sometimes hard to tell. As a telling school, everyone in the school community has a responsibility to look out for, and report, any bullying.

Only by being able to tell about bullying, without worry of being accused of telling tales, will all of us send the message to potential bullies that they won't get away with it.

Dealing with bullying

1. If you are a child being bullied, you should tell an adult you trust as soon as you can. This adult should then speak to someone in school—this should be the class teacher in the first instance.
2. The class teacher will record notes about the incident and pass these to the headteacher, who will speak to those involved and record the incident.
3. The headteacher will use appropriate sanctions in consultation with all of the people involved. The parents of the child bullying will be informed.
4. Class teachers will remain involved and monitor the situation, keeping the headteacher informed. Parents will be kept updated.

Bullying...

Is unpleasant behaviour that happens **Several Times On Purpose**

Is intentional and deliberate

Is repeated over time

Is based on differences in 'power' - physical size, number of people, age...

May be physical or verbal; inside or out of school; in-direct (for example, based on excluding others or talking 'behind someone's back') and may involve the internet or other communication technologies (cyber-bullying)

We aim to create an environment where bullying is not an issue in the first place. We do this by:

Promoting an ethos of good behaviour through a clear, whole-school policy

Teaching about difference and acceptance, respect and valuing others—through our worship, PSCH and the rest of our curriculum.

However, should bullying become a problem, the rest of this policy outlines how this will be tackled.

The victim of bullying will:

- Have an immediate opportunity to discuss the bullying with a staff member and be reassured that it is not their fault;
- Be offered ongoing support and reassurance to restore self-esteem and confidence;
- Have their parents informed of the issue.

The bully will:

- Have to explain what has happened, including how they became involved with the victim;
- Confront the wrong-doing and the need to change, and take part in follow-up work as required;
- Have their parents informed of the problem.

Sanctions may include...

- Official, recorded warnings to stop the behaviour;
- Temporary exclusion from some areas of the school at certain times;
- Fixed-term exclusions.