

This policy should be read and understood in conjunction with the following documents:

- Single Equality Policy
- Behaviour for Learning
- Equality and Diversity Policy
- Teaching, Learning & Curriculum Policy
- Personal, Social, Health and Economic Education Policy (PSHEE)

Principles:

Bullying is best approached through a constant programme of preventative and supportive education as well as with a firm procedure for 'after the event'.

Bullying is defined as:

“When one or more people deliberately and repeatedly hurt or cause distress, mentally and/or physically.”

Bullying can take various forms such as:

- **Physical:** e.g. hitting, kicking, taking and destroying or damaging belongings
- **Verbal:** e.g. name calling, insulting remarks, racist remarks, threatening comment
- **Indirect:** e.g. spreading nasty or hurtful stories about another person or excluding them from a social groups, play areas etc
- **Cyber-bully:** e.g. email, internet, game rooms, personal pages, social networking sites & chat rooms

Aims

By having an agreed understanding of what bullying is and agreed procedures in place both for promoting our anti-bullying ethos and dealing with incidences of bullying, we aim to:

- support the victim, recognising their correct behaviour and pledging action to stop the bullying
- support the person who is bullying, recognising their need for help to break the cycle of unpleasantness they are part of
- support the bystander, recognising that they need to be listened to and they are supporting the victim
- involve both the parents/carers of those who are being bullied and those who are acting as bullies in order to gain their support in our efforts to resolve the issues and disperse the secrecy that allows bullying to flourish
- support the victim's parents/carers as well as the parents/carers of the person who is bullying, recognising their need for clear information and pledging impartial action through a consistent policy based approach
- keep all parties informed especially of progress, avoiding the "no news is good news" situation.

Policy

Promotion of the policy

- There will be anti-bullying weeks in term 2 to coincide with the National Anti-Bullying week. During this week the anti-bullying message will mainly be delivered through collective worship and followed up in classes through PSHEE. Collective worship will include a review of the accepted definition of bullying as well as the recommended procedure children are to adopt if they should witness or experience bullying.
- The School's Council will discuss the issue of bullying at least once a year to monitor the impact of the school's procedures and review the policy.
- All new parents will have the school's approach brought to their attention during the induction process
- Bullying will be considered by all the staff of the school at least annually as part of their constant process of 'in house' professional development.
- The school's PSHEE programme will support the rights of the individual and assist in the management of peer pressure through drama and other specifically targeted activities.
- At all stages children are empowered to bring the issues out into the open by letting them know what they can and should do and who they need to turn to for support.
- The policy will be reviewed annually by representatives of staff, children, parents and governors.
- This policy will be discussed with new staff as part of the school's induction process.

Procedures to be followed when dealing with an incident of bullying

When an incident of bullying is either noticed or reported the member of staff will:

- try to establish whether or not bullying has taken place according to the definition
- whenever possible, deal with the incident on the day that it is reported and the following steps should be taken:
 - in the first instance, any incident should be reported to the class teacher who will inform a member of the management team when they believe it to be a bullying incident. If the class teacher is unavailable, then the incident should be reported to a member of management.
- all cases of bullying (as determined by our definition) must be dealt with by a member of the senior management team. Once the parents have been contacted, a clear plan of action will be agreed with parents/carers, the person who is bullying and the victim to try and prevent any continuation of the bullying
- the situation will be carefully monitored by the Headteacher, Deputy Headteacher or Assistant Headteacher and parents will receive regular formal feedback as agreed between them
- in the event of serious and persistent bullying, further steps may be deemed to be necessary and will be taken in accordance with the specific history of the case. This may include the fixed term exclusion of a child in line with the LA's procedures and guidelines relating to exclusions