



Anti-Bullying Policy

Bullying is any behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people.

It is usually unprovoked and is often repeated and can continue for a long period of time. It always reflects an imbalance and abuse of power.

Bullying behaviours are aggressive and damaging.

1 PURPOSE OF THE POLICY

- 1.1 To provide guidance for staff to deal confidently with incidents involving bullying;
- 1.2 To ensure that all staff are consistent in the message that all bullying behaviour is unacceptable and will not be tolerated.

2 AIMS AND KEY PRINCIPLES

- 2.1 The aims of our school policy regarding behaviour are set out in our Discipline Policy and the document "Procedures for Behaviour Management and the Care and Control of Pupils". It is essential that this policy is read in the context of these documents, which emphasise the importance of good relationships and positive reinforcement.
- 2.2 Notwithstanding, it is acknowledged that bullying exists in all schools to some extent, therefore all staff will promote an ethos where:
 - Bullying is always wrong;
 - Bullying will always be dealt with;
 - Bullying must never be kept a secret.
- 2.3 Our aim is that pupils, parents, all members of staff and Governors are aware of the policy and are confident to put it into practice.

3 STRATEGIES FOR DEVELOPING AN ANTI BULLYING CULTURE

- 3.1 Awareness and ownership of the anti bullying policy by pupils/staff/parents.
- 3.2 A positive school ethos of caring and respect for each other.
- 3.3 A culture where pupils are able to tell someone their worries.

- Discuss the problem/resolution with all parties (if the subject of the bullying agrees).
- Set rules for the future.
- Warn of the consequences should bullying behaviour be repeated.

4.3.3 Reporting:

- The incident may be referred on if necessary to the Head Teacher or Deputy Head Teacher.
- Information should be passed to the class teacher to be recorded in pupil's individual file.
- Parents may also be informed of the incident if it serious.

4.3.4 Sanctions:

- Sanctions will be imposed against bullies whether the incident happens on school transport, in the classroom or in the playground.
- Any pupil guilty of bullying may, depending on the severity of the incident:
 - miss break-times;
 - be isolated from the other pupils for a set period;
 - miss out on a treat.
- If the pupil does not respond to the intervention of support and sanctions then parents will be called to school to discuss alternative strategies for effecting a change in attitude.

5 BULLYING INCIDENTS REPORTED BY PARENTS

- 5.1 Incidents reported by parents will be treated seriously.
- 5.2 They will be dealt with as quickly as possible following the agreed procedures.
- 5.3 The relevant people will be talked to.
- 5.4 The outcome of the investigation will be fed back.
- 5.5 An action plan will be initiated.
- 5.6 The action plan will be monitored and evaluated.

6 MONITORING AND REVIEW PROCEDURES

- 6.1 Class teachers will monitor the frequency of incidents for individual pupils (both victim and perpetrator).
- 6.2 The head teacher will monitor the frequency of incidents throughout the school via feedback from class teachers.
- 6.3 This policy will be reviewed every 2 years.

Signed: 
Headteacher

Signed: 
Chair of
Governors

Date: 24th June 2015

Signed: 
Headteacher


Mr Robert Barr
Chair of Governors

Date: 21st June 2016

Signed: 
Headteacher

Signed:
Chair of Governors

Date: June 2017