



ANTI-BULLYING POLICY



Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally over a period of time. We use the S.T.O.P acronym - Several Times On Purpose. This is a simple way for our children, staff and parents to understand what bullying is.

OVERVIEW

In this school bullying and any other forms of intimidation will not be tolerated. All will treat others with kindness and respect and all will care well for each other. All will come to school without fear and will be safe in school. Everyone will be vigilant and will intervene promptly to intervene if there are any signs or reports of bullying.

OBJECTIVES

1. To ensure that all feel safe and free from bullying and intimidation.
2. To build an ethos where learners feel safe, free from threat and intimidation.
3. To promote good relationships where all are treated well and where learners care for each other.
4. To act promptly and effectively at the first sign of bullying.
5. To encourage learners and parents to report any attempted bullying.
6. To protect and reassure any victims of bullying.
7. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
8. To make this a happy school that is free from bullying.

STRATEGIES

1. We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
3. Learners will be encouraged to report bullying and when they do so they will be listened to and taken seriously.
4. Every allegation of bullying will be investigated and followed up.
5. Any victim of bullying will be well protected immediately and in the future.
6. Any allegations of bullying will be reported to the head-teacher.
7. PSHE and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends.

8. We will use the school's discipline and rewards strategy to reinforce this anti-bullying policy.
9. Learners and their parents will be made aware of this policy.
10. The parents of all concerned will be informed and involved in any reported incident and will be expected to support this school policy.

Consequences of bullying

The procedure will follow four points:

1st Classteacher will deal with the incident

2nd Parents will be informed

3rd Key Stage Leader will be informed

4th Head teacher/Principal will be informed

If the incident is of a high severity the procedure is accelerated to point 4.

At the fourth point the Head Teacher OR Deputy Head Teacher will be informed of the incident and will decide on further action to be taken. A letter will be sent to parents. This may request an appointment to discuss the incident and it may be a request for parental involvement or/and exclusion from school.

Parents will be informed of actions taken

Parents should contact the school if it has not been resolved to their satisfaction.

OUTCOMES

This school will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated.

Revised and to be adopted by the Governing Body – Autumn Term 2016