



Bullying Policy

Rationale

Bullying is an anti-social behaviour that affects everyone. It is unacceptable and will not be tolerated. It is defined as deliberately hurtful behaviour, repeated over time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are physical (hitting, kicking, theft), verbal (name calling, racist remarks) and indirect (spreading rumours, exclusion from social groups). All children must be encouraged to report bullying. This policy is designed to ensure that as a school we are alert to the signs of bullying and act promptly and firmly against it.

Aims

- ❖ To promote a secure and happy environment free from any type of bullying behaviour.
- ❖ To take positive action to prevent bullying from occurring through Personal and Social Development opportunities (e.g. circle times, clear rules).
- ❖ To show commitment to overcoming bullying by practicing zero tolerance.
- ❖ To inform children and parents of the schools expectations and to foster a productive partnership between the school and parents.
- ❖ To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above.

Procedures for dealing with bullying

- ❖ Issues surrounding bullying are dealt with as part of the PSHCE programme.
- ❖ Playgrounds are supervised at break times by enough staff to monitor all areas.
- ❖ Children will be reassured that bullying should be reported to an adult. This will be carried out through Circle Times and through stories that show that reporting incidences of bullying is the right thing to do.
- ❖ When analysing incidents of bullying the teacher will seek answers to questions of what, where, who and why in a calm manner. The situation will be dealt with in a non-aggressive manner.
- ❖ A clear account of the incident will be recorded and a copy given to the Headteacher.
- ❖ If a group is involved each member of the group will be interviewed separately then as a group to get a clear picture of what happened. Other children may be interviewed if necessary.
- ❖ Sanctions will be used as appropriate and in consultation with all involved.
- ❖ Class teachers and parents will be kept informed.
- ❖ Non-teaching staff are encouraged to report any incidences of bullying behaviour they witness.



Pupils who have been bullied will be supported by:

- ❖ Offering an immediate opportunity to talk about the incident with a member of staff.
- ❖ Reassurance.
- ❖ Offering continuous support.
- ❖ Restoring self-esteem and confidence through circle times.

Pupils who have bullied will be helped by:

- ❖ Discussing what happened.
- ❖ Discovering why the pupil got involved.
- ❖ Establishing the wrong doing and the need for change.
- ❖ Informing parents to help change the attitude.

Staff responsibilities:

- ❖ To implement procedures to confront bullying in any form.
- ❖ To listen to all parties involved.
- ❖ To investigate as fully as possible.
- ❖ To take appropriate action or then refer the incident to the Headteacher for further action.
- ❖ To record all incidences of bullying.
- ❖ To retain records of bullying for monitoring purposes.

Professional Development

Bullying - Don't Suffer in Silence www.dfes.gov.uk/bullying

Circle Time website www.circle-time.co.uk

Equal Opportunities

- ❖ Quality of opportunity is a high priority and reference to the schools Equal Opportunity Policy will provide examples of how this is achieved.

This Policy was agreed by staff in June 2007.
It was reviewed in June 2008 and should be reviewed again in June 2009 by
Head, Deputy and Co-ordinators.