

ANTI-BULLYING POLICY

Approved on behalf of Governing Body:
(Chair of Governors)

Approved on behalf of School:
(Headteacher)

May 2004

Review date:

Nether Stowey Church of England Primary School Anti Bullying Policy

Rationale

Nether Stowey Church of England Primary School is committed to a policy of inclusion, to equality and justice.

We believe that bullying behaviour is totally unacceptable

We believe that where bullying is challenged effectively pupils will feel safe and happy and we will demonstrate a school that cares.

Our bullying Policy should be read in conjunction with our school's behaviour policy.

Aims

Within Nether Stowey Church of England Primary School we want;

- ◆ All children to feel safe and to learn, play and enjoy the company of others
- ◆ All children to be treated fairly, with respect and dignity
- ◆ To listen carefully to what children have to say and to treat all children's accounts with due seriousness

The nature of Bullying

There are many definitions of bullying, but it is generally accepted to be:

- ◆ Deliberately hurtful (including aggression)
- ◆ Repeated often over a period of time
- ◆ Difficult for victims to defend themselves against

Bullying can take many forms, but three main types are:

- ◆ Physical - hitting, kicking, taking belongings
- ◆ Verbal – name calling, insulting, making offensive remarks
- ◆ Indirect – spreading nasty stories about someone, unreasonable exclusion from social groups, being made the subject of malicious rumours

Research shows that name calling is the most common direct form. This may be because of individual characteristics, but pupils can be called nasty names because of their ethnic origin, nationality or colour, or some form of disability (See Nether Stowey School Anti-Racist Policy)

Pupils' understanding varies with age infants may confuse bullying with fighting and nasty experiences generally- making it difficult to identify actual bullying. Junior children tend to develop more mature understanding.

Involving Parents

Parental support is one of the keys to the success of our Anti Bullying Policy.

We aim to consult and communicate with parents on a regular basis.

What should Parents do if they feel their child is being bullied?

Any parent contacting the school with a particular concern will always be taken seriously.

The first point of contact for the parent is the child's class teacher.

As a class teacher we will follow the following steps.

- ◆ Recognise that the parent may be angry or upset
- ◆ Keep an open mind – bullying can be difficult to detect, so a lack of staff awareness does not mean that no bullying has occurred
- ◆ Remain calm and understanding
- ◆ Make it clear that the school does care and that appropriate action will be taken
- ◆ Explain the agreed school procedures and policy and ensure these are followed.

If a parent doesn't feel that the situation has been dealt with adequately by the class teacher then the next stage of the complaints procedure is to contact the Headteacher

Strategies in School to Prevent bullying Behaviour

Include:

- ◆ Making clear links between our Bullying policy and Behaviour and Anti-Racist policies
- ◆ Incident books in each classroom
- ◆ Records
- ◆ Being aware that even the youngest children can understand the consequences of their own actions
- ◆ Listening carefully to pupils and providing opportunities for them to express views and opinions- for example during circle time
- ◆ Multi agency work – working with social services , police etc.
- ◆ Involving parents and the wider community
- ◆ Making use of curriculum opportunities to raise pupil awareness eg through RE, cross curricula themes, drama, story writing and literature
- ◆ Including all staff in training
- ◆ Involving governors, parents and staff in the development of the Anti-bullying policy
- ◆ Ensuring that the anti-bullying Policy is closely linked to the behaviour policy and anti- Racist policy
- ◆ Teaching children to say ‘no’ when appropriate or to get help

Dealing with Reported Incidents of Bullying

At Nether Stowey School we adhere to 5 key points

- 1 never ignore suspected bullying*
- 2 don't make premature assumptions*
- 3 listen carefully to all accounts – several pupils saying the same thing does not necessarily mean they are telling the truth*
- 4 adopt a problem solving approach*
- 5 follow up repeatedly, checking bullying has not resumed*

If a child has been bullying the action followed will depend on the severity of the incident. However, a hierarchy of sanctions will be followed which are set out below. Depending on the severity of the incident

We will:

Warn them not to do it again;

Then

If it is serious or the child has repeated the behaviour after being warned a telephone call will be made to their parents or a letter will be sent to their parents/carers and they will lose a privilege. This procedure will be dependent on the age of the child

Then

Parents/carers will be invited into school to discuss the incidents

Then

Parents will be invited again to review progress and/or to for a final warning before exclusion.

Then

The headteacher may make the decision to exclude the child immediately. The parents then have a right of appeal to the Governing Body and LEA

Monitoring and Evaluating the Policy

The policy will be regularly monitored and evaluated by the headteacher and class teachers; through the following methods:-

- ◆ Checking incident books in each class for frequency of incidents
- ◆ Talking with pupils e.g. in circle time
- ◆ Playground observations and log books
- ◆ Small group interviews – or individual interviews

A separate Anti Racist policy has been drawn up which supports this policy. A copy of the Anti-Racist policy is available from the office.