



**E**veryone                      **S**miles                      **H**ere.  
Esh Church of England Primary School.

# Anti-bullying Policy

January 2014



These Guidelines are adopted subject to the over-riding requirements of relevant legislation, of the school Trust Deed and to the legal responsibilities and powers of the Governing Body as employer, admissions authority and owner of the school.

# Esh CE (Aided) Primary School

## Anti-bullying Policy

### Statement of Intent

Esh CE (Aided) Primary has a commitment to social inclusion of which Anti-bullying is a key issue. It is essential that children feel safe and welcome in school as only then will they be free to learn effectively. We will not tolerate bullying in our school. Inevitably therefore we are trying to positively affect the attitudes of pupils, parents, staff and the whole school community in relation to the expectations we have as to how people treat each other.

### Definition of Bullying

We have adopted the DfE definition of bullying which describes it as,

“deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.”

Bullying can occur in various forms :

- Physical
- Verbal
- Direct actions (threats or physical acts)
- Indirect (spreading stories, excluding people from social groups).

Bullying can affect anyone regardless of age, gender, size or race : it is not only restricted to children at school. Therefore, bullying can affect families, all members of the school community including staff, governors and pupils. Thus it is our duty to teach children how to deal effectively with bullying so they are appropriately equipped to deal with it, not only in school but also in later life should they encounter it.

### Aims and Objectives

- to provide an environment which encourages support for others and will not tolerate bullying
- to ensure that all members of our school community feel happy, safe and secure
- to promote equality of opportunity for all
- to promote and actively develop self esteem and self respect for all members of the school community
- to actively challenge bullying
- to raise awareness of the issues of bullying
- to make the whole school community aware of the school's anti-bullying strategies
- support children in their development and knowledge of how to deal with unwanted occurrences
- provide a curriculum which allows opportunities to explore issues surrounding bullying eg. through PSHCE, circle time and drama
- provide effective procedures when a case of bullying is reported or discovered
- to actively engage the support and commitment of our whole school community in achieving the above aims.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any incidents of bullying

that may occur. We also acknowledge that we need to actively support parents in dealing with bullying issues which occur outside of the school day and to help achieve this, we liaise closely with the Anti-bullying Service and with the local community police officers (PCSO & PC).

## GUIDELINES

### Procedures For Dealing With An Incidence of Bullying

- As soon as an incidence of bullying occurs, the Head Teacher or Senior Member of staff must be informed.
- Incidents of bullying and issues relating to bullying will be discussed by the Anti-bullying Committee with a view to eradicating bullying in our school. The identity of both victims and alleged bullies will always remain confidential.
- Alleged victims are listened to in a sensitive manner and their views taken seriously. They will be informed of what action will be taken, the timescale of proposed investigations and reassured that all possible steps will be taken to ensure their safety. The alleged victim's involvement in this process will form part of the solution.
- Alleged bullies will be listened to in a sensitive manner and their views taken seriously. They will be informed of what action will be taken and of the time scale of any possible investigations. The alleged bully's involvement in this process will form part of the solution.
- Parents of bullied children are to be made aware of how the school perceives the situation and listen to the views of the parent. The school will suggest appropriate ways as to how parents may deal with the situation and what action they may take.
- School will offer to support parents to tackle incidents of bullying which occur outside of school by helping them to liaise with appropriate agencies and providing information
- Parents of children who bully will be informed of what action the school will take when bullying is reported to them and make suggestions about appropriate action on the part of the parent.

NB. Victims of bullying, their parents, children who are allegedly bullying and their parents may all require support. We as a school will always seek to deal with every incident appropriately and swiftly.

### What A Pupil Being Bullied May Expect

- Raise the child's self esteem by reassuring and offering praise and concern as appropriate.
- Reassure victims of bullying that action will be taken and solutions will be found.
- Explain that responding directly to taunts encourage the child bullying and that ignoring such behaviours not only weakens the power of that child but strengthens their (the victim's) position.
- Encourage victims to "walk, find or talk" (walk away, find a buddy, talk to a teacher) although it is understood that it is not always easy or indeed possible to walk away.
- Minimise the opportunities for bullying to occur, but remind potential victims that their safety is paramount and that they should avoid confrontations.
- Encourage children to write about what is happening and how they feel in their personal journals and to share this with a member of staff.

- Encourage victims and alleged bullies to make use of the Mini-buds, Buddies, Mediators and staff. (Remember, bullies often have complex issues themselves which they will require support to address).

### What A Pupil Bullying May Expect

- Pupils who bully must understand that their actions are unwanted, unwarranted and will not be tolerated by the school community.
- Incidents will be investigated fully, all involved interviewed and records kept.
- The person bullying must apologise for his/her actions in an appropriate manner, at an appropriate time.
- The Behaviour Policy will be followed and sanctions given accordingly.
- Once an incidence of bullying has been confirmed, the parents of both victim and pupil perpetuating the bullying will be informed and this will be logged by the Head Teacher or member of staff.
- Support will be available to help pupils who bully to deal with their own issues.
- Incidents will be reported to Governors.
- Any property that has been taken or extorted must be returned to the rightful owner.
- Appropriate compensation must be made for missing or broken property.
- A follow-up meeting will be arranged for a later date to ensure bullying has stopped.
- Records of all meetings will be kept.

### The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

### The Role of Governors

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to them on request about the effectiveness of school anti-bullying strategies.

### The Role of the Teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They record all notable incidents that happen in their class and that they are aware of in the school and where appropriate pass this information on to the Head Teacher. It is the teacher's duty to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### The Role of Pupils

We consult with pupils about their roles within the school eg. as Buddies, Mini-buds and Mediators and develop these roles accordingly. Pupils are also involved in our Anti-bullying awareness activities, usually planning, organising and delivering assemblies and events. All pupils within school participate in a range of anti-bullying events and activities through PSHCE and RE lessons as well as additional organised events such as anti-bullying assemblies.

## The Role of Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

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