



Be the Best You Can,
Guided by God

Bolney C. E. Primary School

Anti-bullying Policy

(to be read in conjunction with the Child Friendly PP version)

Introduction

At Bolney CE Primary School we consider it of great importance that pupils and adults have positive personal relationships with other pupils and staff. We positively promote an environment where pupils are confident in sharing their concerns, including any experiences of bullying. Our four key Christian values of Love, Respect, Honesty and Resilience guide us to create a positive and caring climate throughout the school and support our vision.

Our Whole Child Vision

Each child is unique. We partner with families to nurture the 'whole child' – by understanding their specific emotional, spiritual and learning needs – so children flourish.

Children leave us as fearless lifelong learners, ready to meet the world with self-confidence, curiosity and resilience.

Be the best you can, guided by God.

Our Definition of Bullying

Repeated action taken by one or more people with the deliberate intention of hurting another person or group of people, either physically or emotionally.

Bullying is wrong and will not be tolerated. Bullying affects everyone: the victim/s, those who do the bullying and those who witness the bullying. Other pupils can be drawn in by group pressure. It is undermining, threatening, distressing and intimidating to the person/people being bullied. Bullying is not an inevitable part of school life or a necessary part of growing up. No one person or group, whether staff or pupil, should have to accept this type of behaviour which can take many forms, including: certain jokes, insults, intimidating / threatening behaviour, written abuse or violence. Bullying complaints will be dealt with firmly, fairly, promptly and confidentially.

Only when all issues of bullying are addressed, will a child be able to benefit best from the opportunities available at the school.

Aims

Here at Bolney CE Primary School we believe that all pupils and staff have the right to learn and work in a supportive, caring and safe environment. We have a clear policy on the promotion of good behaviour (please see the Behaviour Policy).

What is bullying?

Bullying can occur through several types of persistent anti-social behaviour. It may occur in a variety of forms:

Emotional – being deliberately unfriendly, excluding, tormenting, intimidation

Physical – pushing, kicking, hitting, punching or any use of violence

Verbal – name calling, malicious sarcasm, spreading rumours, malicious teasing. It may be directed towards gender, sexual orientation, ethnic origin, physical / social disability, or personality, etc.

Racist – racial taunts, graffiti, gestures

Sexual – unwanted physical contact or sexually abusive comments

Damage to property or theft – taking personal property or coercing a pupil to hand over property to them

Cyber – email, social media or messaging misuse, telephone calls or misuse of associated technology such as camera or video facilities

Procedures

Teachers attempt 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. It is important that children and adults have a shared understanding of what bullying is and they are taught strategies on how to deal with difficult situations. It is the role of all staff to model and teach respect, compassion, friendship and justice in order to prevent bullying in school.

All adults in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. If they witness an act of possible or actual bullying, they will intervene, do all they can to support the person who is being bullied and deal with the issue immediately. They have a duty to inform the children's class teacher/s as soon as possible or the Headteacher in the case of an adult being bullied.

If a pupil, parent, member of school staff or volunteer reports a case of possible bullying they will be taken seriously and every effort will be made to discover the facts.

Whether bullying has been witnessed, or reported, the child's class teacher will investigate, first of all, by discovering the facts through speaking to the involved parties. There should be an emphasis on finding solutions. In the class teacher's absence a senior member of staff will investigate.

If the investigations reveal an incident of bullying, they will report it to the Headteacher as soon as possible. At this point parents will be contacted and a plan to support all involved parties will be agreed.

Pupils reporting bullying should be reassured that they have done the correct thing by telling someone.

All cases of bullying will be recorded and monitored by class teachers and the Headteacher.

All staff, including lunchtime staff and support staff, will be informed to raise awareness.

Headteacher

It is the responsibility of the Headteacher 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 Headteacher reports to the Governing Body

incidents of bullying on a termly basis and about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Governors

The Governing Body supports the Headteacher in implementing this policy. This policy makes it very clear that the governing body does not tolerate bullying taking place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The Governing Body has the responsibility to respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body will notify the Headteacher and ask him/her to conduct an investigation into the case and to report back to a representative of the Governing Body.

Parents and carers

Parents and carers 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 and carers have a responsibility to support the school's anti-bullying policy and to actively encourage their children to share concerns and show respect to others.

Monitoring

The Headteacher monitors the effectiveness of this policy on a day-to-day basis, reports to the Governing Body on the effectiveness of the policy and, if necessary, makes recommendations for further improvements.

The school keeps records of incidents of bullying which are monitored by the Headteacher.