

Anti-Bullying

We acknowledge the School Standards and Framework Act 1998 that clearly states that all maintained schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils.

We strive to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally.

We will not tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

Aims & Objectives

- To develop a school environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.

Procedure

Role of the Governing Body

- The GB will not condone any bullying and has:
 - appointed a member of staff to be responsible for promoting positive pupil behaviour;
 - delegated powers and responsibilities to the Headteacher to eliminate all forms of bullying and to keep records of all incidents of bullying;
 - nominated a link governor to visit the school regularly, to liaise with the coordinator and to report back to the GB;
 - responsibility for the effective implementation,

	monitoring and evaluation of this policy
Role of the Headteacher	<ul style="list-style-type: none"> • The Headteacher will: <ul style="list-style-type: none"> ▪ implement this policy; ▪ ensure that all school personnel are aware of the policy; ▪ work to create a safe, secure, caring and friendly school environment for all the children; ▪ ensure that all pupils understand that bullying is wrong through PSHE and school assemblies; ▪ ensure that all parents aware of this policy and that we do not tolerate bullying; ▪ respond and deal with all incidents of bullying; ▪ keep records of all incidents of bullying; ▪ monitor and evaluate this policy
Role of the Coordinator	<ul style="list-style-type: none"> • The coordinator will: <ul style="list-style-type: none"> ▪ provide guidance and support to all school personnel to understand the signs or behaviour of someone being bullied; ▪ keep up to date with new developments and resources; ▪ organise courses for all school personnel; ▪ help counsel children who have been bullied and those who use bullying behaviour; ▪ review and monitor; ▪ annually report to the GB on the success of this policy
Role of School Personnel	<ul style="list-style-type: none"> • School personnel will: <ul style="list-style-type: none"> ▪ be aware of the signs of bullying in order to prevent bullying taking place; ▪ take all forms of bullying seriously; ▪ report all incidents of bullying; ▪ raise awareness of the wrongs of bullying through PSHE; ▪ use preventative strategies such as circle time and buddy systems
Role of Pupils	<ul style="list-style-type: none"> • Pupils must: <ul style="list-style-type: none"> ▪ report if they are being bullied; ▪ report if they see someone being bullied; ▪ discuss ways of preventing bullying through the

	school council
Role of the School Council	<ul style="list-style-type: none"> • The School Council will be involved in: <ul style="list-style-type: none"> ▪ determining this policy with the GB; ▪ discussing improvements to this policy during the school year; ▪ reviewing the effectiveness of this policy with the GB
Role of Parents	<ul style="list-style-type: none"> • Parents must: <ul style="list-style-type: none"> ▪ be aware of and support this policy; ▪ report to the school any concerns they have of their child being bullied; ▪ be assured that the school will deal with all incidents of bullying; ▪ be assured that they will be informed of incidents and will be involved in discussions
Training for School Personnel	<ul style="list-style-type: none"> • School personnel will undertake training in: <ul style="list-style-type: none"> ▪ anti-bullying strategies; ▪ counselling the bullied and the bullies; ▪ working with parents
Incidents	<ul style="list-style-type: none"> • All reported incidents are investigated and dealt with. • Parents are informed of all events and what actions have been taken. • Records will be kept of all incidents and their outcomes.
Counselling	<ul style="list-style-type: none"> • Counselling and support mechanisms are in place to help those who have been bullied. • All perpetrators of bullying are given time to discuss why they have bullied and why their actions were wrong.
Monitoring the Effectiveness of the Policy	<ul style="list-style-type: none"> • Annually the effectiveness of this policy will be reviewed, or when the need arises, and the necessary recommendations for improvement will be made to the governors.