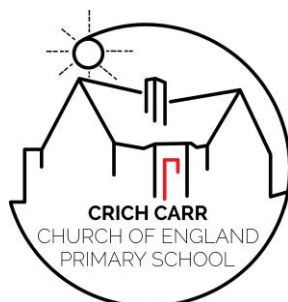


Crich Carr Church of England Primary School



ANTI BULLYING POLICY Policy number 5

	Date	Minute No.	Next Review date
Approved by Governors	January 2020	1591	January 2021
Approved by Governors			
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Approved by Governors			
Approved by Governors			

To be reviewed: Annually

Nominated Governors responsible for review: V Holmes

Crich Carr Church of England Primary School

ANTI BULLYING POLICY

Rationale

Everyone at Crich Carr C of E Primary School has the right to learn in a welcoming, secure and happy environment. This enables children to achieve their maximum potential. Bullying is anti-social behaviour which is unacceptable and will not be tolerated. All members of the school community are committed to preventing, tackling and addressing all forms of bullying. The aim of this policy is to ensure that this is conducted in a fair and consistent manner. Vicki Holmes (Headteacher) and John Moffat (Governor) are responsible for implementing it throughout the school.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time. This can take the form of either physical or emotional ridicule, indirect action such as spreading unpleasant stories about someone or cyber- bullying (ie: via text messages or social networking).

The school works hard to ensure that all pupils and parents know the difference between bullying and simply “falling out”.

Statutory duty of schools

Headteachers have a legal duty under the Schools Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils (see appendix 1).

Implementation Restorative Practise

We will use the curriculum, particularly PSHE to reinforce the ethos of the school and help pupils to develop strategies to celebrate diversity, friendships and collaborative working, alongside methods to combat bullying type behaviour.

Dealing with incidents

We will be vigilant for signs of bullying and always take reports of incidents seriously. Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff. There is a provision for children to request speaking to a member of staff by using bubble time.

The following steps may be taken when dealing with incidents:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. A clear account of the incident will be recorded and given to the Headteacher. The Headteacher will interview all concerned and will record the incident. Class teachers and parents will be kept informed. Bullying of a racist nature will be recorded and DCC will be informed in line with their racism monitoring policy. Pupils who have been bullied will be supported by:

Offering an immediate opportunity to discuss the experience with a member of staff of their choice. Reassuring the pupil. Offering continuous support using circle time and role play to restore self-esteem and confidence. Monitoring, which will be reported to parents. Pupils may be assigned a one to one pastoral TA, buddy or peer mediator. Outside agency support will be obtained if necessary. e.g. family resource worker, anti-social behaviour coordinator or the police.

Pupils who have demonstrated bullying behaviour will be helped by:

Discussing what happened. Discovering why the pupil became involved. Establishing the wrong doing and need to change. Informing parents or guardians to help change the behaviour of the pupil. Support and monitoring from all staff. The following disciplinary steps will be taken: Official warnings to cease offending. Exclusion from certain areas of school premises. Minor fixed – term exclusion, Major fixed- term exclusion, Permanent exclusion

Parental Involvement

The parents of children demonstrating bullying behaviour and their victims will be informed of an incident, the action that has taken place and asked to support strategies proposed to tackle the incident. The children will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from school).

Parents are reminded through letters and newsletters to inform their children that they must tell someone should they ever be bullied. We believe it is essential to regularly review this policy to ensure we are in a position to strengthen our approach to this issue. Where necessary we have and will call on outside resources such as the Behaviour Support Service, Education Social Worker, to support our action. This policy is seen as an integral part of our Behaviour and Discipline Policy.

Monitoring, evaluation and review

To assess the implementation and effectiveness of this policy, the school conducts an annual pupil questionnaire and parent questionnaire. Also the Headteacher and Governing body review the policy and incidents. With the outcomes of this in mind, we will review the curriculum and this policy annually.

July 2019

Date:

Signed: Co-chair of GB

Appendix 1

Actions to prevent bullying;

We recognise that prevention of bullying is better than cure. As part of our on-going commitment to the safety and welfare of our pupils, we at Crich Carr Church of England Primary School have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- Staff raise awareness of the nature of bullying through inclusion in PSHE education, circle times, collective worship and informal discussion as appropriate, in an attempt to eradicate such behaviour
- Taking part in Anti-Bullying week annually in November
- General PSHE/citizenship lessons
- Specific curriculum input on areas of concern such as Cyberbullying and internet safety
- Parent information
- Staff training and development
- Pupils are encouraged to tell us their views about a range of school issues including bullying as part of their developing relationships with adults in school
- Staff know the importance of playground / break time activities to reduce opportunities for bullying – these include construction, sand, small world play and organised sports activities
- Potential 'hot-spots' for bullying on the school site have been discussed with the children and the Safeguarding Governor and any relevant information passed on to staff
- Co-operative skills are promoted through group work activities and Forest Schools
- Children are taught to develop conflict resolution skills
- All staff are aware of the Anti-bullying and behaviour policies and adhere to their codes
- We carry out an annual questionnaire which includes finding out children's views and perceptions of bullying within school

Record keeping;

It is a requirement to keep a log of all bullying related incidents in School. All related incidents will be recorded in this by the Headteacher or Designated Safeguarding Lead.