

BOURN C of E PRIMARY ACADEMY

Anti-Bullying Policy



1 Introduction

- 1.1 Bullying is a repeated action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

2 Aims and Objectives

- 2.1 Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the prevention of bullying in our school.

3 Bourn Primary's Anti-Bullying Strategy

Through PSHE we teach an anti-bullying unit of work to all pupils annually. This is embedded in daily school life.

If an incident of bullying is reported, we follow these steps:

- a) It is recorded on the bullying and racist incident report form electronically.
- b) It is investigated by a member of staff.
- c) The Class Teacher and the Head Teacher, is informed.
- d) The pupils are actively involved in discussions as appropriate to the situation. Mediation through the teacher and a programme of social skills may be appropriate for all pupils involved.
- e) Parents of both parties may be informed.
- f) The pupils are monitored for future incidents.
- g) If there is a repeated pattern of bullying behaviour, parents are requested to discuss next steps with the Head Teacher or the SENCo. External support agencies may be contacted.

4 The Role of Governors

- 4.1 The governing body supports the Head Teacher in all attempts to prevent bullying in our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

- 4.2** 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 the governors on request about the effectiveness of school anti-bullying strategies.
- 4.3** The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Head Teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

5 The Role of the Head Teacher

- 5.1** 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 Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- 5.2** The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head Teacher draws the attention of children to this fact at suitable moments. For example, the Head Teacher may decide to use assembly as a forum to discuss aspects of bullying.
- 5.3** The Head Teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 5.4** The Head Teacher 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.

6 The Role of Other Staff Members

- 6.1** Teachers and members of staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class.
- 6.2** If teachers and members of staff witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head Teacher, the teacher informs the child's parents.
- 6.3** We keep an anti-bullying logbook on the office share where we record all incidents of bullying that occur, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should record the event on the logsheet.
- 6.4** If members of staff become aware of any bullying taking place between members of a class, we deal with the issue immediately, following the School's anti-bullying strategy.

- 6.5 Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- 6.6 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.

7 The Role of Parents

- 7.1 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.
- 7.2 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.

8 Monitoring and Review

- 8.1 This policy is monitored regularly by the Head Teacher, who reports to governors about the effectiveness of the policy on request.
- 8.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, and by discussion with the Head Teacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.