

# The Children's House

## ANTI-BULLYING POLICY

### **Introduction:**

Children learn best in a safe and calm environment that is free from disruption and in which education is the primary focus. Every child and member of our school community is entitled to learn, work and play in a school environment free from bullying of any kind and in which they feel happy, safe and supported. The School is committed to encouraging good behaviour, courtesy, genuine respect for others and to preventing all forms of bullying amongst its pupils, staff and parents.

This Policy has been approved by the Council of Management and Headteacher. It will be reviewed annually and more frequently if required.

### **Definition of Bullying:**

We define bullying as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group, either physically or emotionally. This includes any form of deliberate hurting or discriminatory behaviour towards a person because of his or her individual characteristics, race, gender, religion, culture, disability, sexual orientation or age.

We teach the children that bullying is **STOP, Several Times On Purpose.**

Bullying can be:

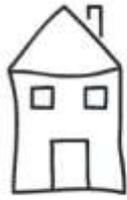
- Verbal e.g name-calling, taunting, mocking, making offensive comments
- Physical (including sexual) assault e.g kicking, hitting, pushing
- Cyber-bullying, which is defined as the use of ICT by an individual or group in a way that is intended to upset others eg social websites, mobile phones, text messaging, photographs, video and email.
- Indirect emotional tormenting by excluding or 'blanking', spreading gossip, defacing or damaging property.

We recognise that children displaying bullying behaviour are doing so for a number of possible reasons. The child may not know it is wrong. He or she may be copying older brothers and sisters. The child may not yet have learnt ways of socially interacting with peers. Encouragement to bully may be coming from other members of the group. Perhaps the child is going through a difficult time, feels powerless and is acting out anger and frustration.

We also recognise that being on the receiving end of bullying behaviour can be a very stressful and upsetting experience for a child; one that can adversely affect their performance at, and enjoyment of, school, both inside and outside the classroom, and that this adverse effect can extend into their life beyond the school environment. We will ensure any child who experiences bullying feels that they are listened to, that their concerns are taken seriously and that they are well supported by all members of staff.

### **Aims:**

The school's main aim is to develop and implement strategies to prevent bullying occurring in the first place. Central to this is having an ethos of good behaviour and an atmosphere in which pupils and staff treat one-another with respect, because they know that is the right way to behave. Values of respect for staff and other pupils, an understanding of the value of education and a clear understanding of how our actions affect others should permeate the whole school environment. These values should be reinforced by staff and older pupils who set a good example to the rest.



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Through regular assemblies and school council meetings, children's voices are heard. In an atmosphere of trust, children should feel confident to talk to adults about their concerns which will be addressed immediately. During PSHE, Circle Time, persona doll sessions and Assemblies, children will be taught strategies to help them recognise and deal with situations which may involve bullying, namely, be firm and clear and tell the bully to stop, get away from the situation as quickly as possible and tell a teacher or parent immediately.

It is the School's policy to deal immediately with cases of suspected bullying. Staff undertake to listen carefully to all sides in order to achieve a clear understanding of what has been said or done and why, without presumption.

The school seeks to inform parents to ensure that they are clear that the school does not tolerate bullying in any form and that they are aware of the procedures to follow should any instance of bullying arise. This information is relayed to the parents through class meetings at the beginning of the year, the availability of the policy on the website, a Behaviour and Anti-Bullying Booklet which is distributed to all parents and, if the need arises, through reminder e-mails or one-off parents' meetings.

## **Procedures:**

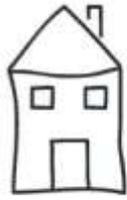
If a teacher suspects that bullying is taking place, he/she will inform the Head immediately. The Head and class teacher will inform the parents of both the child who is believed to be bullying and the child who is being bullied. In the event that a parent has concerns that his or her child may be being bullied, the parent should speak to the class teacher immediately, who will inform the Head. A record of incidents will be kept centrally, including dates and times. At the same time, an Action Plan will be drawn up by the class teacher and the Head, documenting how the issue is to be managed for the children involved and for the wider group, if appropriate, including positive behaviour management strategies, consequences and curriculum support. Any repeated behaviour will also be logged by the class teacher in individual tracking diaries. Meetings will be held to review the effectiveness of the Action Plan. Bullying behaviour will not be tolerated and the school will work with the parents to eradicate all forms of bullying and support the development of children's understanding, tolerance and respect towards others.

The School will expect the parents of the perpetrator to share its policy of zero-tolerance of bullying behaviour and to reinforce the value of good behaviour. In the event that parents are not able to offer their full support in this matter and discriminatory bullying by a pupil continues, the School may find it necessary in the final instance to consider expulsion of the pupil concerned.

If a member of staff has concerns about bullying in the workplace, he or she is advised to talk to the Head about his or her concerns. If a member of staff is not satisfied with the response from the school to his or her concerns, he or she should contact The Chair of the Council of Management Dawn Brindle, in writing via the school. If a member of staff is not satisfied with the response from the Council of Management he or she is advised to follow the school's Grievance Procedure.

Any complaint against a member of staff which is a child protection issue involving the bullying of a child or children, must be referred immediately to the Headteacher/Designated Safeguarding Lead in line with the school's policy on whistleblowing. Staff must always report any concern.

We aim to ensure through this Policy that all members of our school community are well integrated and appreciative of one another's rights and responsibilities.



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This Policy was reviewed, amended and agreed by the Council of Management in January 2018. It will be reviewed again in one year's time.

Signed: Dawn Brindle Chairman of the Council of Management \_\_\_\_\_