

## **ANTI-BULLYING POLICY**

As a caring church school we want to help equip every child to 'live life to the full' (John 10:10). We aim to give every child a rich and varied range of opportunities to develop a sense of confidence, delight and wonder.

Our ethos is driven by our Christian values of forgiveness, fairness, trust, honesty, compassion, friendship and respect. We value the uniqueness of every child and work hard to nurture their individual character and talents.

### **GENERAL STATEMENT**

Bardney Church of England & Methodist Primary School promotes the ideal of mutual respect and support.

#### **What constitutes bullying?**

Bullying is a repeated deliberate act, either physical, verbal or in any written form, which causes distress to an individual and/or diminishes their self esteem.

#### **Aims and Objectives**

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.

We aim, as a school, to provide a safe and secure environment where all can learn without anxiety.

This policy aims to provide a consistent school response to any bullying incidents that may occur.

We aim to make everyone on our school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying our school.

#### **The Role of Governors**

The Governing Body supports the Headteacher in all attempts to maintain the expected standards of behaviour in our school. Bullying will not be tolerated in Bardney School and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.

The Governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the Governors regularly about the effectiveness of school anti-bullying strategies.

In accordance with the schools Complaints Procedure any parent/carer who is concerned that their child is being bullied should contact the class teacher as a first step.

### **The Role of the Headteacher**

It is the responsibility of the Headteacher to implement the school anti-bullying policy, ensuring that all staff (both teaching and non-teaching) are aware of the policy, and know how to identify and deal with incidents of bullying.

Teachers will ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. Attention is drawn to this fact at suitable moments. For example, if an incident occurs, the class teacher may decide to discuss with other children why this behaviour was wrong and why a pupil is being punished.

Sanctions against the person carrying out the bullying will be carefully considered, taking into account a range of issues. These will include the severity of the actual incident, the frequency of incidents involving the child, the attitude/response to the claims of bullying.

The Headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with incidents of bullying.

The Headteacher sets the school ethos through communicating clear expectations of mutual support and praise for success, so making bullying less likely. The pupils themselves are also involved in this through agreeing class and school codes of conduct. We believe that as our children should feel they are important and belong to a friendly and welcoming school, in so doing we expect that bullying is less likely to be part of their behaviour.

### **The Role of the Teacher and Support Staff**

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

Teachers have the behaviour monitoring charts displayed in their classrooms which records positive as well as concerning incidents that happen in their class. Support staffs including middays contribute to this. If teachers witness an act of bullying, they will either investigate it themselves or send the pupil to the Headteacher if appropriate. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied the Headteacher and Class Teacher will explore options to tackle the situation and contact the parent/carer to let them know what is happening. A meeting will be arranged if necessary. The parents of the perpetrator will be informed. The level of intervention will be dictated by the nature of the incident.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They may use drama, role-play, stories etc, within the curriculum.

## **The Role of Parents/Carers**

Parents/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. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the school Prospectus.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school community.

## **The Role of Pupils**

Pupils are expected to behave in a respectful way towards their peers, following the school's Values and Code of Conduct.

Pupils are encouraged to tell anybody they trust if they are being bullied or see/become aware of others being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire. Our School Council will consider issues of behaviour at its meetings.

## **Monitoring and Review**

This policy is monitored on a regular basis by the Headteacher, who reports to governors on request about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's Positive Behaviour Management file, where incidents of bullying are recorded, and by discussion with the Headteacher. Governors analyse information for patterns of incidents relating to people, places or groups-such as gender, age and ethnic background.

**Adopted: May 2018**

**Review: May 2019**