

ANTI-BULLYING POLICY

Approved February 2016
Review by February 2019

Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. name calling, racist remarks) or indirect (e.g. spreading rumours, excluding someone from social groups. This can include the use of social networking media via the internet and mobile phones (known as cyber bullying). Cyber- bullying is when a person or group of people threaten, tease, embarrass, or abuse someone using ICT – in particular mobile phones, the internet and social networking sites.

Single incidents of verbal or physical attack and behaviour which are hurtful but not intentional will also be taken seriously and dealt with according to the principles outlined in the school's Behaviour and Discipline Policy.

Aims and Objectives

Through our policy, reporting and everyday practice as a school, we will aim to ensure that:

- we build and maintain an anti-bullying ethos in our school
- our opposition to bullying is made clear
- the reasons for our objections to such behaviour are explained
- steps are taken to ensure, as far as possible, that such behaviour is not repeated
- the parents of the offender are informed of the school's policy not to tolerate such behaviour
- children who have been bullied, and their parents are supported
- the nature and response to an incident is made known to other staff
- we use the curriculum to reinforce the ethos of the school, whether directly within lessons (PSHE) in particular or in class time or circle time
- we fulfil our legal requirements and statutory duties (see www.teachernet.gov/uk)

The School will endeavour to ensure that its response to bullying is clearly understood by all members of the school community and that everyone is clear about their role and responsibilities in preventing and responding to bullying. We aim to have a happy and secure school in which everyone feels welcome and respected.

Roles and Responsibilities

Staff

The staff will act and be seen to act firmly against bullying wherever and whenever it appears. Individual members of staff will try to be alert to signs of bullying and act promptly and firmly against it. All incidents of bullying should be recorded in the specific book which is kept in the School Office. The Headteacher should be notified of all bullying incidents when they occur. The staff are expected to act as positive role models for the pupils.

The Head Teacher

The Head Teacher will review annually the policy, practice and methods of reporting incidents and will keep a bullying and racist incident record. At the Curriculum Committee meetings the Head Teacher will report on: a) the above review; b) variations in the number of reported incidents over a given period of time, usually a term; and c) consideration of any action which needs to be taken to reduce the risks of incidents of bullying taking place. The Curriculum Committee will report to the meetings of the Full Governing Body. It will:

- Ensure evidence of the impact of anti-bullying policy and practice is reflected in the SEF (see Preventing and responding to bullying) policy and practice guidance for Herts. Schools
- Report serious bullying and racist incidents to the local authority

Pupils

The School will ensure that the pupils:

- are involved in the development and reviewing of behaviour and anti-bullying policies and practice (in particular through the meetings of the School Council)
- have opportunities to learn about what constitutes bullying and what to do about it
- have opportunities to develop the skills to resist bullying and to deal with bullying
- are made aware that knowing about bullying by or to others and doing nothing is unacceptable.

The School will aim to ensure that victims and witnesses of bullying know that it is 'OK to tell' and that they will receive practical help if they do so.

Much of the above will be taught and discussed during assembly and PSHE. Talks with small groups and individuals will also be held, as appropriate.

Anyone who bullies will be made aware of their actions. It will be made clear to them that they are bullying, that their behaviour is unacceptable and that it will not be tolerated. It is recognised, however that some bullies themselves need help and support and that the School has a responsibility to ensure that they receive it.

Parents

Parents, carers and families have an important role to play in helping the School deal with bullying.

They should:

- discourage their children from using bullying behaviour at school, at home or elsewhere
- take an active interest in their children's school life, discussing friendships, how playtime is spent and the journey to and from school
- watch out for signs that their children are being bullied, or are bullying others
- contact the school at the first sign if they are worried that their children are being bullied or are bullying others.

The School will make these points clear to parents through letters, group meetings (e.g. initial meeting with parents of new entrants), and individual meetings with the classteacher / Headteacher).

Governors

The governing body has an important role to play in ensuring the school policy is operated by the staff and that it is effective. It should review the policy regularly, consulting all interested parties in revising the policy as necessary; help to explain and comment on the policy to all interested parties; and ask for information to enable it to monitor the implementation and evaluate the effectiveness of the policy.

Bullying outside the school's premises

Although the school is not directly responsible for bullying off the premises, if brought to the notice of the Head or member of staff it will be dealt with sympathetically and action will be taken when appropriate.

(This policy should be read in conjunction with the school aims, Equality, Child Protection, Community Cohesion, PSHE, Behaviour & Discipline and Complaints Policies)