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Lanesend Primary School

Anti-Bullying Policy Statutory Policy

Signed: Date:
(Headteacher)

Signed: Date:
(Chair of Governors)

Review Date: March 2020 (Every 3 Years)

Reviewed By: Family Liaison Officer / Full Governing Body

Lanesend Primary Anti-Bullying Policy

Rationale

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

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.

Aims and objectives

- to produce a safe and secure environment where all can learn without anxiety.
- to produce a consistent school response to any bullying incidents that may occur.
- to make all those connected with the school aware of our opposition to bullying, and each person's responsibilities with regard to the eradication of bullying in our school.

The role of Governors

The governing body supports the Headteacher in all attempts to eliminate bullying from 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.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidences of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

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 Headteacher and asks her to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the Headteacher

It is the responsibility of the Headteacher to implement the schools anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the

Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and how and why the child is putting right their wrong. The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Headteacher 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.

The role of the teacher

Teachers 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 and that they are aware of in the school. These records are discussed with and passed onto the Headteacher.

If teachers 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 Headteacher, the teacher informs the child's families.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and recompense for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher. We then invite the child's family into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies.

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.

The role of families

Families, 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.

Families 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. The school needs to ensure that families are aware of procedures, and of the channels of communication available.

Equal opportunities and Inclusion

All reports or incidences of bullying are treated with equal seriousness and concern regardless of age, gender or cultural background. The comments listed above, and the procedures attached apply to all involved in any incidences of bullying. Whilst being seen to respond to such incidences, it is the schools policy to ensure that anyone involved is appropriately supported. The school must ensure that every opportunity is made for children to demonstrate appropriate behaviour. Unless they pose a risk to their own or others safety, children will not be excluded or separated from curriculum activities or other children. If exclusion is deemed necessary, in line with our behaviour policies, then all families, relevant staff, and the Local Authority will be informed prior to any exclusion period being made. Every effort will be made to ensure that the disruption caused to the school and all children's education is kept to a minimum.

Recording incidences of bullying or abuse

We record all incidents of bullying on a spreadsheet, located in the Family Support Team file on the Staff Drive. The spreadsheet is password protected and accessible and updated by the Headteacher or Family Support Team. If any adult witnesses an act of bullying, they should report it to the Headteacher, or in her absence, the Deputy Headteacher.

All incidences of bullying or violent or aggressive behaviour are logged. The school will deal with all incidences swiftly and in a manner to ensure that such incidences do not occur again. Violent, aggressive or abusive behaviour towards staff will not be tolerated, and all such incidences will be logged and if necessary reported to the police.

Monitoring and review

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

The 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 Headteacher.