



Darell Primary and Nursery School

Anti-bullying Policy

The Status of the policy:

Purpose: The purpose of this policy is to define the methods and approaches we use to prevent and/or deal with bullying if it occurs at our school.

Links with other policies:

Child Protection; Behaviour Policy

Monitoring and evaluation:

This policy is reviewed annually, in the term when the school holds its Anti-bullying themed week, and will be monitored by the Welcome committee.

Date established by governing body: Dec 16

Date for full implementation: Jan 17

Date for Review: Dec 18

Signed: ... Jane Spencer
Chair of Governors

Signed:Karen Bos.....
Headteacher

RATIONALE

Darell Primary and Nursery School is completely opposed to bullying and will not tolerate it. Bullying is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

MISSION STATEMENT

Darell School actively promotes positive interpersonal relations between all members of the school community: pupils, staff, parents, governors and visitors. This policy has been developed through consultation with staff, parents, pupils and governors.

PRINCIPLES

- Pupils have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Schools will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

DEFINITION OF BULLYING

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms: physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils.

FORMS OF BULLYING (these are examples and not limiting descriptions)

- Physical violence, such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

PARTICIPATION & CONSULTATION PROCESS

The Anti-Bullying Policy was created in consultation with parents, staff and pupils so that all stakeholders were a part of the process. This process is ongoing and will be reviewed annually.

We use the content of this policy during

- awareness weeks (Anti-Bullying/Friendship Week).
- information gathering from surveys/questionnaires distributed to pupils, parents and staff.
- meetings with elected student representatives, e.g., school council
- times of monitoring, evaluation and review.

RESPONSIBILITIES OF ALL STAKEHOLDERS

The Responsibilities of Staff

Our staff will

- foster in our pupils self-esteem, self-respect and respect for others.
- demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully, and the importance of telling a teacher about bullying when it happens.
- be alert to signs of distress and other possible indications of bullying.
- listen to children who have been bullied, take what they say seriously and act to support and protect them.
- report suspected cases of bullying to Deborah Lane (Deputy Head) or Karen Bos (Head).
- follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Pupils

We expect our pupils to

- refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should

- not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The Responsibilities of Parents

We ask our parents to support their children and the school by

- watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- advising their children to report any bullying to their class teacher, in the first instance, and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- advising their children not to retaliate to any forms of bullying.
- being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- keeping a written record of any reported instances of bullying.
- informing the school of any suspected bullying, even if their children are not involved.
- co-operating with the school, and if their children are accused of bullying, try to ascertain the truth, pointing out the implications of bullying, both for the children who are bullied and for the bullies themselves.

The Responsibilities of All

Everyone should

- work together to combat and, hopefully in time, to eradicate bullying.

PREVENTATIVE MEASURES

Within the school, we have a weekly focus on social and emotional aspects of learning in assembly. Classes do Circle Time regularly, and specifically when issues arise that need discussion. Class teachers provide safe spaces for children to discuss issues with them in confidence (where appropriate). Children are empowered to speak up if they feel they or someone else is being treated inappropriately. Teachers manage their classroom with a clear focus on expectations of kindness, tolerance and inclusivity.

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

1. The child or reporting person must tell an adult in school that they think bullying behaviour has occurred. Children are taught about what to do if they are being bullied or if they think someone else is.
2. The Headteacher must be informed of any bullying incident and she, or a delegated member of staff, will investigate.
3. In cases of bullying, the incidents will be recorded in the bullying log book.
4. In serious cases, parents should be informed and will be asked to come in to a meeting to discuss the problem.
5. The bullying behaviour or threats of bullying behaviour must be investigated and the bullying stopped quickly.
6. Attempts will be made to help the perpetrator(s) change their behaviour.
7. The victim will always be informed of the consequence for the child who used bullying behaviour.

Outcomes

- 1) The perpetrator will receive a consequence appropriate to the circumstances, in line with our behaviour policy.
- 2) If possible, the pupils will be reconciled.
- 3) Parents will be informed of any bullying incident
- 4) If appropriate, contacting relevant professionals, e.g., EWO, Behaviour Management Team, Education Psychology, Pupil Personal Development Team

CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF

Darell School ensures that staff receive in-house training on the management of bullying. This takes place in Key Stage meetings or whole staff meetings, usually in the run up to Anti-Bullying week.

MONITORING AND REVIEW

This policy will be monitored and reviewed annually during Anti-Bullying week.