

St John Bosco RC Primary School

Anti-bullying Policy

(please also see Behaviour policy and Equalities Policy)

Our school Mission Statement states, "Respecting and caring for each other and those in our community." This policy is designed to support the way in which members of our school can live and work together in a supportive way, where everyone feels safe and secure and where reconciliation is seen to be constantly in action.

Introduction

In school your child will learn that bullying:

- Goes on for a while, or happens regularly
- Is deliberate. The other person wants to hurt, humiliate or harm the target
- Involves someone (or several people) who are stronger in some way than the person being bullied. The person doing the bullying has more power, they are older, stronger, there are more of them or they have some 'hold' over the target (e.g. they know a secret about them).

Because these three things have to happen together for something to be called 'bullying' they will learn that bullying is not:

- A one off fight or argument
- A friend sometimes being nasty
- An argument with a friend.

In line with our equalities policy, we take all forms of bullying seriously.

Aims and objectives

Bullying is wrong and can damage 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 create a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying and we make clear each person's responsibilities with regard to the anti-bullying message in our school.

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 incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The Governors require the headteacher to keep accurate records of any incidents and report to Governors about the effectiveness of the anti-bullying policy.

Role of headteacher

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the Governors about the effectiveness of the anti-bullying policy.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour at our school, for example as part of anti-bullying week or if an incident occurs the headteacher may decide to use an assembly as a forum to discuss issues.

The headteacher ensures that all staff receive sufficient training 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.

Role of the teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.

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 parents.

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 support for the victim of the bullying and punishment for the child who has carried out the bullying, in line with the school behaviour policy. We spend time talking to the child who has bullied, we explain why the action of the child was wrong and we try to help the child to change their behaviour in the future. If a child is repeatedly involved in bullying other children, we inform the headteacher and the SENCo if appropriate. We then invite the child's parents into school to discuss the situation. In more extreme cases, for example, where these initial discussions have not been effective, the headteacher may contact external support agencies.

Role of parents

Parents 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.

Procedures

The following procedures should be followed to report and record incidents:

- In cases of incidents at lunchtime, these should be reported to the senior lunchtime organiser and if there are a number of incidents these should be reported to the class teacher
- In cases of serious bullying, the incidents will be recorded by the headteacher
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate in extreme cases, the police will be consulted
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Monitoring and Review

This policy is monitored by the headteacher, who reports to the Governors about the effectiveness of the policy. This policy is the Governor's responsibility and they review its effectiveness as necessary in discussion with the headteacher.

Reviewed July 2017