

BOUSFIELD SCHOOL

Anti-Bullying Policy

1 Introduction

- 1.1 This policy is based on DfE guidance 'Preventing and Tackling Bullying' July 2017. It also links to the DfE statutory guidance 'Keeping Children safe in Education' 2018, The Equality Act 2010 and Childnet's 'Cyberbullying: Understand, Prevent and Respond: Guidance for Schools'.
- 1.2 DfE guidance defines bullying as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally.'

2 Aims and objectives

- 2.1 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.
- 2.2 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.
- 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4 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 eradication of bullying in our school.

3 Links with other policies and practices

- 3.1 This policy should be read in conjunction with the Behaviour and Discipline Policy and Bullying Information.
- 3.2 This policy links with the school's Safeguarding and Child Protection Policy, Equal Opportunities Policy, Online Safety Policy and the Complaints Procedure.
- 3.3 This policy links with the school's curriculum plan for PHSE and Computing.
- 3.4 This policy reflects the core values of the school: kindness, respect, collaboration and creativity.

4 The role of governors

- 4.1 The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- 4.2 The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- 4.3 A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. 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 him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

5 The role of the headteacher

- 5.1 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 identify and deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- 5.2 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, the headteacher may decide to use an assembly as the forum in which to discuss with children why certain behaviour is wrong, what the consequences are of this behaviour and what everyone can do to ensure a happy and safe environment for all.
- 5.3 The headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- 5.4 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.

6 The role of the teacher and support staff

- 6.1 All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.
- 6.2 All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- 6.3 All staff invest time and energy into building strong relationships with children so that they are confident to share their concerns or worries of any kind with an adult.
- 6.4 All staff carefully monitor the welfare and happiness of the children in their care and record any incidents of unkind behaviour towards another child.
- 6.5 Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum (PHSE and Computing), to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time and assemblies are used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.
- 6.5 When incidents of bullying are reported or witnessed, staff follow the guidance and procedures; report the incident to the headteacher or deputy headteacher.
- 6.6 The headteacher and deputy headteacher record all incidents of bullying that occur both in and out of class. They also record incidents that occur near the school, or on the children's way between school and home.
- 6.7 Staff will liaise with external agencies, as necessary, to support and guide the progress of each child.

7 The role of parents

- 7.1 Parents 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 on the school website.

- 7.2 Parents have a responsibility to support the school's behaviour and discipline policy and the anti-bullying policy, actively encouraging their child to be a positive member of the school.
- 7.3 Information about bullying is published on the school website (School Office – Policies / Parents – Bullying Information & Children's Bullying Survey)

8 The role of pupils

- 8.1 Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.
- 8.2 Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil survey. The information collated is used to plan relevant activities to raise awareness of how to deal with bullying of any kind. The school holds an annual 'Friendship Day' in the summer term to reinforce work in this area.
- 8.3 The School Council provides a forum for children's concerns to be heard and acted upon.

9 Monitoring and review

- 9.1 This policy is monitored on a day-to-day basis by the headteacher, who reports to governors on request about the effectiveness of the policy.
- 9.2 The anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. Governors are able to analyse information kept by the headteacher for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.
- 9.3 This policy will be reviewed every two years or earlier if necessary.

Reviewed by Curriculum and Standards Committee

November 2019