

# Anti-bullying Policy



## **Introduction**

Bullying is an ongoing deliberate and unequal action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. Bullying is wrong and can adversely affect the well being of 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 to make clear 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 tolerate bullying 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 governing body responds within ten days to any request from a parent to investigate incidents of bullying. However parents are requested to inform the headteacher immediately of any incidents of alleged bullying. In all cases, the governing body notifies the headteacher and asks him 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 school 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. Hampshire LA and Department for Education guidelines are followed in recording and reporting bullying and racist incidents.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. Assemblies and PSHE lessons are used to discuss bullying, rights and responsibilities. An anti bullying charter is signed by representatives of the school community annually and the school engages in national campaigns.

The headteacher ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying. All serious allegations must be reported to the headteacher,

The headteacher sets the school climate of mutual support and praise for success, therefore, making bullying less likely. When children feel they are important and belong to a 'rights respecting' school, bullying is far less likely to be part of their behaviour.

### **The role of the teachers and support staff**

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

If a teacher witness an incident they do all they can to support the child. If bullying is suspected or alleged a Hampshire LA 'Bullying and Racist Incident Record Form' will be completed in consultation with the headteacher.

Incidents are fully investigated and in serious cases parents are informed. Actions are agreed; this may involve counselling and support for the victim of 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. The perpetrator will have the responsibility to ensure the victim is reassured and supported. Actions are reviewed and the well being of the children involved is monitored.

In extreme cases, for example where strategies have proven ineffective, the headteacher may contact external support agencies.

Teachers support all children and 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 parents**

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 the school immediately.

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.

**Accepted by Full Governing Body: 23.3.16**

**To be reviewed: Spring 2018**