

Milking Bank Primary School

Anti-bullying Policy

1 Introduction

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

2 Aims and objectives

- 2.1 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.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 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 The role of governors

- 3.1 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.
- 3.2 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 monitor records of severe incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

4 The role of the headteacher

- 4.1 It is the responsibility of the headteacher and all staff 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

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incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

- 4.2 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, during assemblies.
- 4.3 The headteacher ensures that all staff are aware of how to deal with incidents of bullying.
- 4.4 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.

5 The role of the teacher

- 5.1 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 log ongoing concerns.
- 5.2 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 the teacher informs the child's parents, and may involve the headteacher.
- 5.3 Incidents of bullying are logged to enable staff to monitor children's behaviour and avoid problems recurring.
- 5.4 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 punishment 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 then invite the child's parents into the school to discuss the situation. The incident is logged and the head teacher is involved. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as the social services.
- 5.5 Teachers are encouraged to share their experiences with year group partners and phase leaders which enables them to become equipped to deal with incidents of bullying and behaviour management.

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5.6 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.

6 The role of parents

6.1 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.

6.2 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.

7 Monitoring and review

7.1 This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about its effectiveness.

7.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the number of incidents which are explicitly of a bullying nature. These are discussed with the headteacher.