

Box CE VC Primary School
Anti - Bullying Policy

This policy is based on the Wiltshire guidance for schools on anti - bullying November 2008.

The staff and governors of Box CE VC Primary School believe that all members of the school community have a right to feel safe and secure. Bullying of any kind is unacceptable and the school is committed to providing a safe and caring environment for all staff and pupils. Awareness of bullying and strategies to deal with it are taught through subjects such as PSHE.

This policy should be read in conjunction with other related policies and procedures e.g.

- Child protection policy
- Child protection procedures and record keeping
- Behaviour policy
- Esafety policy
- Intimate care and invasive procedures policy
- Disability and equality scheme
- Whistleblowing policy

Bullying

Bullying is defined as:

'The Behaviour of an individual or group that intentionally hurts another individual or group physically or emotionally. The behaviour is usually repeated over a time and it is difficult for those being bullied to defend their selves.'

This definition is based on the DCSF's definition in Safe to Learn: Embedding anti-bullying work in schools. DCSF 2007

The main types of bullying are:

- **Emotional** - unfriendly behaviour, excluding, tormenting e.g. hiding books, threatening gestures
- **Physical** - pushing, kicking, hitting, punching or any use of violence;
- **Racist** - racial name calling, taunts, graffiti, gestures;
- **Sexual** - unwanted physical contact or sexually abusive comments;
- **Homophobic** - focussing on the issue of sexuality;
- **Verbal** - name-calling, sarcasm, spreading rumours, teasing;

Written
Jan 10

This Review
Jan 10

Next Review
Jan 11

- **Cyber** - all areas of the internet e.g. email & internet chat room misuse); mobile phone threats by text messaging & calls; misuse of associated technology e.g. camera & video facilities.

Objectives of this policy

- To ensure that all pupils, parents/carers, staff and governors know what the school policy is on bullying and what they should do if bullying arises;
- To ensure that all governors, staff, parents/carers and pupils have an understanding of what bullying is;
- To set out a co-ordinated approach to preventing and tackling bullying at school and whilst pupils travel to and from school.

Preventative strategies

Positive behaviour management is a key feature of the school, school and class rules are developed by the children annually and continually revisited and reinforced by all members of the school community. The rules are closely linked to the schools rewards and sanctions which are consistently applied by members of staff and understood by all children. Termly assembly themes focus on 'values' and are again understood by all children. The PSHE&C curriculum regularly explores units associated with bullying such as those in the SEAL resources. Individual support and/or small-group work is provided for pupils who need specific help to develop social and emotional skills; help from outside agencies is sought as and when it is needed. The prevention of cyber bullying is taught as part of esafety.

Roles

- All members of the school community (pupils, parents, staff and governors) have a responsibility to report incidents of bullying so they may be dealt with to prevent reoccurrence.
- All members of the school community should follow the 'Home School Agreement' which sets out expectations for behaviour etc.
- School staff will investigate all incidents of bullying, any serious situations will be dealt with by the headteacher or deputy head.
- Governors will monitor incidents of bullying through termly headteacher reports to the governors.

Procedures

- Pupils, parents and staff should report bullying incidents to a member of staff;
- All cases of bullying should be recorded by staff and a copy given to the headteacher;
- In serious cases parents/carers should be informed and will be asked to come in to a meeting to discuss the problem;
- The bullying behaviour or threats of bullying will be investigated and bullying stopped quickly;

Written
Jan 10

This Review
Jan 10

Next Review
Jan 11

- Help will be given to help the bully/bullies change their behaviour and to understand the impact the bullying behaviour has had;
- Support will be available for the person being bullied;
- In serious incidents the situation will be monitored by staff to ensure that the bullying has stopped permanently.

Reporting and recording incidents

Both bystanders and pupils being bullied must realise that 'not telling' means that bullying is likely to continue and other people will get hurt. A record of all bullying incidents and the action taken is maintained by the headteacher. The sanctions imposed will be inline with the school's behaviour policy and will depend on the severity of the incident/s, the age of the child or any special educational need or disability they may have. In very serious bullying cases the school reserves the right to exclude a pupil who has been involved in a very serious incident/s of bullying. The headteacher will inform the chair of governors of any bullying incidents.

Monitoring and Evaluation

This policy will be reviewed annually by staff alongside the behaviour policy. The policy and curriculum committee will monitor the impact of the policy and the headteacher will report annually to the committee