



Crockerne C of E Primary School



Name of Policy:	Anti Bullying Policy
Committee:	Safeguarding, Health and safety, Premises and Finance.
Date Ratified:	July 17
Next Review:	July 18
Chair of Governors Signature:	
Headteacher Signature:	

ANTI BULLYING POLICY STATEMENT

**To be read in conjunction with:-
Single Equalities Scheme
Positive Behaviour Policy
E-Safety Policy
Safeguarding Policy**

STATEMENT

Bullying can exist in any school. At Crockerne C of E Primary we work together to create an atmosphere of mutual respect and understanding and bullying will not be tolerated. It is contrary to the ethos of the school and the expectations of all members of the school community. However, if an incident should arise there are procedures in place that will enable parent/carers, staff and pupils to work together to find a solution.

AIMS

- To help individuals celebrate and value their differences and to acknowledge and respect the differences of others;
- To encourage everyone to view themselves as an important part of the school community where their participation is valued and their views appreciated;
- To promote, in everyone, a positive attitude and high self-esteem;
- To help individuals to understand and accept the consequences of their own actions;
- To develop a programme whereby all incidents of bullying and harassment are dealt with fairly and appropriately;
- To help everyone to feel secure in reporting incidents of bullying;
- To provide guidance in dealing with incidents of bullying.

A DEFINITION OF BULLYING

- It is hurtful behaviour that is often, though not necessarily, deliberate;
- It is repeated over a period of time;
- It is difficult for those being bullied to defend themselves.

Bullying can take many forms, but the three main types are:

- Physical – hitting, kicking, pushing, taking belongings;
- Verbal – name-calling, insulting, racist remarks*, sexist remarks, homophobic comments; (* racist remarks must always be reported to a member of staff)
- Indirect – spreading nasty stories about someone, excluding someone from social groups.

The school acknowledges that there are other forms of bullying, including cyber bullying (please see E-Safety policy).

CHILDREN WITH DISABILITIES & SEN

All staff working at Crockerne C of E Primary school are aware that bullying of children with disabilities and SEN may be in a different form to those experienced by other children. As an example, children with SEN can be manipulated to do things that they would not normally do such as stealing and children with BESD can be provoked into angry outbursts.

Staff must be able to identify where this has taken place and be open to the fact that this behaviour may not be the individual's fault. Identification of bullying can be difficult if children have a developmental condition such as autism and cannot recognise if they are being bullied. It is important that children have extra support in their preferred method of communication so that they are able to relate their experiences to an appropriate adult. It is also important to note that, although it is usually assumed that behaviour must be repeated or persistent to be classified as bullying.

GUIDELINES

- Any report of bullying will be taken seriously by staff and will be acted upon immediately after it is brought to our attention;
- Any child claiming to have been bullied will be given the opportunity to describe the situation to a member of staff and to express their feelings, without judgement;
- The child/children accused of bullying will be given the opportunity to describe their view of the situation and any events, again without judgement, to a member of staff;
- All parties will be given the opportunity to discuss the situation with a member of staff, in each other's company, so that a clear and consistent picture can be built up as to what has happened;
- The member of staff will communicate with other staff who have responsibility for the child/children, to ensure they are aware of the reported situation and to monitor it;
- The incident will be recorded on the 'Incidents that may indicate bullying' form and this will be looked at during the SLT meeting.
- If there is sufficient evidence to suggest that bullying has taken place, this will be followed up by the Headteacher and actions recorded ;
- At this stage, a clear, dated record of the incident(s) will be made and the Headteacher will contact parents/carers of all parties concerned to inform them of the situation;
- The reported incidents will be considered and appropriate action agreed and implemented.

ROLES & RESPONSIBILITIES

The Headteacher will keep a record of incidents of bullying.

Guidance for staff:-

- Always listen to a pupil who feels they are being bullied;
- Discuss with the child/children choices to be made to make the situation better;
- Report the incident of bullying on the 'Incidents that may indicate bullying' form and hand to member of SLT;
- Seek advice from other staff who know the pupil well or the parents/carers, so that well informed discussions can be made about the support offered.

Guidance for Pupils:-

- Always tell a member of staff if someone is upset or possibly being bullied;

- Tell someone if they are being hurt or bullied.

Guidance for Parents/Carers:-

- Parents/carers will be encouraged to:
- Inform the class teacher or Headteacher if a pupil is distressed or regularly reports worries or fears over another pupil's behaviour in school, as soon as possible;
- Liaise and work closely with the member of staff who is supporting the child;
- Sensitively monitor progress and report back continuing concerns of a similar nature.

Repeated Incidents

- Parents to be involved at all stages.
- Depending on types of bullying one incident may result in a fixed exclusion re positive behaviour policy.