

Anti-Bullying Policy

New End Primary School

Date Completed: Spring Term 2020

Review Date: Spring Term 2022

To Be Reviewed: Sept 2020, Sept 2021 for accuracy

Aims and Objectives

The aims and objectives in formulating this policy are:

- To reduce and eradicate wherever possible instances in which children are subjected to bullying in any form;
- To establish appropriate means of providing after-care and support, should an incident of bullying occur;
- To ensure that all children and staff are aware of this policy and fulfil their obligations to it;
- To meet any legal obligations which rest with the school.

Definition of Bullying

For the purposes of this policy and any discussion and action taken on bullying, bullying is defined as 'repeated behaviours by one or more people which produce damaging or hurtful effects, physically or emotionally, to an individual'.

Setting Standards

The values and beliefs underlying this policy should be considered in the context of the following statements.

- (1) All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- (2) The school recognises the detrimental effect on children who may be subjected to bullying ('targets') and will work actively to minimise the risks.
- (3) Targets of bullying will be treated in a supportive manner. Care will be taken to ensure that children do not feel that they are a burden to staff and peer groups.
- (4) The harmful effects on pupil performance and achievement which can be occasioned by bullying are recognised and the school is committed to combating all bullying behaviour.

Persons covered by this policy

All children, whether permanently or temporarily on the school roll, will be covered by this policy.

Action to Combat Bullying

Among the activities and procedures which the school has established and will maintain in an effort to combat bullying behaviour are the following:

- Firmly implementing sanctions against perpetrators.
- Allocation of specific roles and responsibilities, both at staff and pupil level, in order that incidents of bullying may be detected, behaviour monitored, and appropriate after-care delivered.
- All incidents of bullying will be recorded, collated, transferred to the Behaviour Book as a record and periodically reviewed and reported in appropriate quarters, including the school's senior leadership team and the Home-School Liaison Committee of the Governing Body. Recording will use primarily information from incident forms, worry boxes, class-based Behaviour Books, the centrally held (SLT) Behaviour Book and playground Behaviour Books.
- An advice booklet for all children and parents, to combat bullying, has been written, with input from all children and School Council in the design and content of the booklet.
- Communication of the policy and periodic update, in order to ensure that staff and children are continuously aware of the policy and also of their individual responsibilities. Annual evaluation of the implementation of the policy by the School Council, the Governing-Body Home-School Liaison Committee and staff.
- Examination of preventative measures such as alteration to the school environment, procedures and practices, in an effort to reduce the risks of bullying behaviour occurring.
- Staff training to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner.
- Ensuring that the issue of bullying is a regular item on School Council, in assemblies, as part of classroom curriculum planning and class-based Circle Times, in order that current issues with regard to bullying can be discussed on a regular basis. An anti-bullying week is also held annually, usually in the month of November, and the anti-bullying unit of the SEAL scheme is implemented across the school, as part of the PSHE&C scheme of work.

Individual Responsibilities

It is important that children recognise the difficulties which staff may encounter in ensuring that the purpose and intent of the Anti-Bullying policy can be effectively introduced and enforced. In this regard, children are expected to:

- Report all incidents of bullying using the procedures in place (e.g. by using a bully-incident form).
- Act in a respectful and supportive way to their peers, reporting any suspected incidents which the target may be afraid to report (including, for example, completing a 'bully-incident form' on behalf of a target).
- Adhere to and promote the aims and objectives of this policy.
- Refrain at all times from any behaviour which would constitute bullying of fellow pupils.

The Role of Parents

Parents can play a vital role in the following ways.

- Stress to their children frequently the importance of sociable behaviour.
- Report anything of concern to them about either targets or perpetrators of bullying.
- Actively endorse and support this Anti-Bullying policy.

Monitoring and Evaluating Policy and Practice

The policy will be reviewed regularly to ensure that it reflects practice at New End.

In order to assess the effectiveness of this policy, the following standards will be used as a means of measuring performance.

- Variations in the number of reported and recorded incidents of bullying over a given period (annually and from term to term within a given year).
- Variations in the number of pupil days lost which are suspected to arise as a consequence of bullying.
- Any marked improvement in academic performance and achievement which may be confidently regarded to have arisen due to the eradication of bullying behaviour.

These success criteria will be discussed periodically at School Council meetings, by staff and reported to the Governing Body.

Related Policies : Behaviour Policy
 Working to Eradicate Bullying – School Statement
 School Equality Policy