

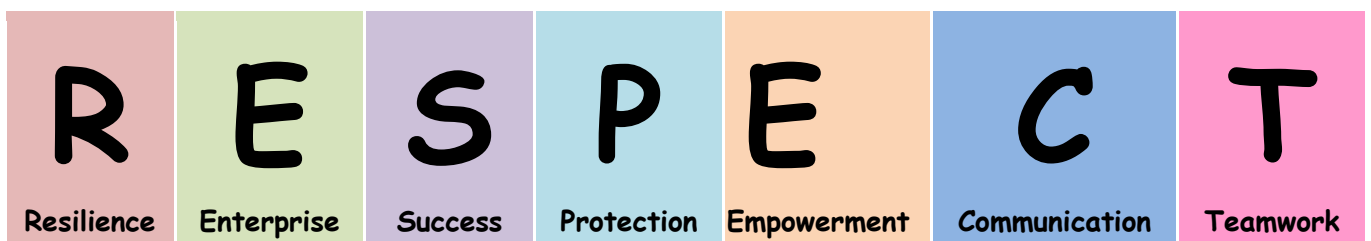


St Ann's Junior & Infant School

ANTI – BULLYING POLICY

St Ann's Junior and Infant School Vision

As a Rights Respecting School our vision at St Ann's is to promote **RESPECT** in everything we do... in school, Rotherham and beyond.



Introduction

It is a government requirement that all schools have an anti-bullying policy. In 2003, Ofsted published *Bullying: Effective Action in Secondary Schools*. This was followed by DfE guidance for schools under two headings: *Don't Suffer in Silence* and *Bullying – A Charter for Action*. This policy reflects this guidance.

DfE guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or not spoken to). The Wakefield Guidance which this policy adopts defines bullying thus:

'Bullying is deliberate, repeated behaviour towards another person in a way that intends to frighten or cause hurt. Bullying can be physical, verbal or non-verbal. It always involves an abuse of power or responsibility.'

Aims and objectives

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.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

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.

The role of governors

The governing body supports the Headteachers in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors and reviews the effectiveness of this policy regularly. A parent who is dissatisfied with the way the school has dealt with a bullying incident will be asked to follow the guidelines outlined in the school complaints procedure. As part of this procedure governors may be involved in looking into the matter. The governing body will respond in writing within the given time frame.

The role of the Headteacher

It is the responsibility of the Headteachers 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 identify and deal with incidents of bullying. The Headteachers report to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteachers and wider school staff ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteachers draw the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteachers may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Headteachers ensures that all staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Headteachers set the school climate of respect, 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.

The role of the teacher and support staff

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

If teachers witness an act of bullying, they will initially investigate it themselves and then refer it to the Headteacher and/ or Learning Mentor. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents or carers.

When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim, and punishment for the offender. (See Behaviour Policy). Punishments include the use of internal and/ or external exclusions. Time is also spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future. When a child repeats bullying behaviours we invite the child's parents or carers into the school to discuss the situation. In more extreme cases, e.g. where these initial discussions have proved ineffective, the Headteacher may contact external support agencies, such as Social Care services.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

The role of parents and carers

Parents and carers 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. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure.

Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, by approaching the class teacher, Learning Mentor, Head Teacher^s, other staff, class or school councillors, peer mediators or buddies; or through the use of school and/ or class pupil questionnaires, or feelings boxes.

Curriculum

As a Rights Respecting School Article 19 – (Our children have the right to be protected from being hurt and mistreated in body and mind) is an important right that has been chosen to be part of our School Charter. This is referred to when educating children around bullying issues. Bullying is also addressed through PSHE and SEAL curriculum in all year groups (See schemes of work). School holds an anti-bullying week annually in

support of the National Anti-bullying week. (Usually mid November). However individual year groups will also revisit the anti-bullying curriculum at other times during the year.

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteachers, who report to governors on request about the effectiveness of the policy.

The anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by discussion with the Headteachers, other staff members and when necessary by examining records of incidents. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

Signed by:



Headteacher

Date: 19/03/2019



Chair of governors

Date: 19/03/2019

