

Barlaston C.E.(VC) First School

“Let Your Light Shine”

Combating Bullying Policy

Our Mission Statement

“This school is a place of learning, friendship and fun, in a context of Christian values and ethos.

Where each person is uniquely valued and their gifts and potential are nurtured and developed”

Equality Statement

The school is committed to providing the full range of opportunities for all pupils, regardless of gender, disability, ethnicity, social, cultural or religious background. All pupils have access to the curriculum, and the right to a learning environment, which dispels ignorance, prejudice or stereotyping.

Statement of Intent

The aims and objectives in formulating this statement are

- To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form. ie racial, sexual orientation, physical, verbal or prejudicial
- To establish appropriate means of providing after-care should an incident of bullying occur.
- To ensure that all pupils, teaching and non-teaching staff, are aware of this policy and fulfil their obligations to it.

Definition

Bullying may be defined as “behaviour by one or more people, which is repeated over a period of time, which produces damaging or hurtful effects physically or emotionally to any individual which affects achievement, self esteem, attendance, health, motivation and safety”

The values and beliefs underlying this policy are:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- The school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks.
- Both those who are bullied and those who bully will be treated in a supportive manner.

Persons covered by this policy:

Everyone whether permanently or temporarily within the school will be covered by this policy. The school and local authority treat bullying among their employees as a potential disciplinary matter.

Action to Combat Bullying

Among the activities which the school will establish and maintain in an effort to combat bullying behaviour are:

- A range of rewards and sanctions outlined in the school behaviour policy, including the methods of acknowledging good behaviour.
- Use of all aspects of SEAL (Social and Emotional Aspects of Learning) programme
- Allocation of specific roles and responsibilities, in order that incidents may be detected, behaviour monitored, and appropriate after care delivered.
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Role of Teacher/Teaching Assistant and Lunchtime Supervisors

- Develop a secure environment and establish good relationships with pupils, encouraging them to discuss any problems or difficulties they have.
- Be aware of inappropriate behaviour from personal observation and take steps to resolve situation.
- To follow up sensitively any report of bullying from a victim, victim's friend or parent/ carer.
- Use professional judgement to determine appropriate course of action.
- Report any incidents of bullying to the headteacher
- Offer support and encouragement to bully and bullied children in appropriate relationships both in and out of the classroom.
- Closely monitor the behaviour of both bully and bullied to ensure that incidents are not repeated.
- If incidents reoccur formally report to the headteacher.

Role of Headteacher

- Follow up any report of bullying from either staff, teaching or non teaching, dinner supervisors, pupil or parents by interviewing all concerned
- Record incident in a book stating time, place, people and incident and action taken.
- See parents of all pupils concerned as soon as possible after incident to discuss next steps. (This will vary according to the children involved and the incident)
- Discuss with class teacher and other involved with children what steps will be taken to change behaviour
- When appropriate, involve outside agencies to offer advice and support

Individual Responsibilities

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

Pupils Role

- Report all incidents of bullying using the procedures in place.
- Act in a respectful and supportive manner to their fellow pupils, reporting any suspected incidents which the victim may be afraid to report.
- Adhere to and promote the aims and objectives of this statement.
- Refrain at all times from any behaviour which would constitute bullying fellow pupils.
- Actively use school council as a means of raising issues.

Parents/Carers Role

- Stress to their child the importance of social behaviour.
- Report any misgivings they have concerning bullying
- Actively endorse and support the Combating Bullying Policy.

- Note that it is never appropriate to use physical violence against, or in any other way seek to bully, a bully.

Sanctions

Full investigations will take place and the following action is available use at discretion according to the circumstances:

- The child committing the offence will be removed to another class where appropriate and if possible
- If the child remains in the same class, the child will be sat right away from the victim and not allowed to have contact in the class or be near to each other.
- The child committing the offence will remain inside and miss playtimes or dinner times. (The number missed being at the discretion of the head)
- The child may be removed from the school at dinnertimes, and be sent home for dinners.
- The child may face a short term exclusion
- The child may face a permanent exclusion
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Evaluation Procedures

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

- Variations in number of reported incidents over a term
- Individual incident returns, including nil returns within a term for different age groups.

Monitoring

- Communication of the policy and its periodic update, on order to ensure that staff, pupils, parents and governors are continuously aware of the policy and also of their individual responsibilities.
- Staff training to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner.