



Pauntley C of E Primary School

Anti Bullying Policy July 2017

Safeguarding- Child Protection

Pauntley Church of England Primary School takes its duty for safeguarding our pupils very seriously. We comply with all government and local authority policies in this respect. We have a designated Governor (Mrs. Cathy Goodway) with responsibility for child protection. The Deputy Headteacher (Mrs. Branwen Tyler) is the Designated Safeguarding Lead (DSL) and all staff and visitors report any concerns to her.

Please refer to our Child Protection Policy for further details.

1. Introduction

1.1 What is bullying?

Bullying is unacceptable behaviour, either by an individual or group, which is repeated overtime, that intentionally hurts another individual or group either physically or emotionally.

In other words, bullying at Pauntley is considered to be, "unacceptable behaviour which occurs lots of times and on purpose."

Bullying can be short term or continuous over long periods of time.

Bullying is not a one off incident.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, biting, hitting, punching or any use of violence
- Racial: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
- Direct or indirect Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying: All areas of internet ,such as email and internet chat, Twitter, Facebook misuse, Mobile threats by text messaging and calls, misuse of associated technology , i.e. camera and video facilities, Ipad, games consoles

Unacceptable behaviour may be related to:

- Race/ Ethnicity, e.g., Eastern European; Gypsy, Roma or Traveller

- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, incl Young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Unacceptable behaviour can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

- 1.2 At Pauntley we have a 'log of disrespectful incidents.' If a child says or does something unacceptable to another child then the incident will be recorded in the book. However, not all incidents will be recorded. Minor incidents occur daily, e.g., accidentally tripping someone up or not asking to borrow a rubber, and these will not be recorded.
- 1.3 The log is analysed by teaching staff and the headteacher to see if there is a pattern to any of the incidents and whether they meet our definition of bullying.

2. Aims and Objectives

- 2.1 Unacceptable behaviour 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.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.3 This policy aims to produce a consistent school response to any incidents that may occur.
- 2.4 Pauntley C of E Primary School is committed to ensuring equal treatment of all its employees, pupils and any others involved in the school community. Any behaviour or language which is regarded as inappropriate or unacceptable will be dealt with initially by staff and always reported to the Headteacher.
- 2.5 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. Tackling bullying is everyone's responsibility.

3. The Role of Governors

- 3.1 The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not permit bullying to take place in our school, and that any incidents of unacceptable behaviour that do occur are taken very seriously and dealt with appropriately.

- 3.2** The governing body monitors any incidents that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all unacceptable incidents and to report to the governors about the effectiveness of school anti-bullying strategies.

4. The Role of the Headteacher

- 4.1** It is the responsibility of the Headteacher 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 deal with unacceptable incidents. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy.
- 4.2** The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this type of behaviour was wrong, and why a pupil is being punished.
- 4.3** The Headteacher will ensure that all staff receive sufficient training to be equipped to deal with all incidents of unacceptable behaviour.
- 4.4** The Headteacher sets the school climate of 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.

5. The Role of the Teacher

- 5.1** Teachers at Pauntley CE Primary School take all forms of unacceptable behaviour seriously, and intervene to prevent incidents from taking place. They may keep their own notes of all incidents before writing the incident up in the log mentioned in 1.2.
- 5.2** If teachers witness an act of unacceptable behaviour, they do all they can to support the child who has been affected. They will make a record in the log of disrespectful incidents.
- 5.3** If teachers do become aware of any bullying taking place between members of a class, they deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying (in line with the school's behaviour policy). They will spend time talking to the child who has bullied and explain why the action of the child was wrong. Teachers will endeavour to help the child change their behaviour in the future. If a child is repeatedly involved in bullying other children the Headteacher will invite their parents into school to discuss the situation and resolve any issues. If initial discussions prove to be ineffective, the Headteacher may seek further help and advice and contact external support agencies.

- 5.4 When incidents of unacceptable behaviour occur staff may discuss them with the relevant class during lesson time.
- 5.6 Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of unacceptable behaviour.

6 The Role of Parents

- 6.1 Preventing bullying and dealing effectively with it when it happens, demands a strong partnership between teachers, pupils and parents. Good communication between everyone involved is essential. Parents 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 or the Headteacher immediately to discuss their concerns.
- 6.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.
- 6.3 The school expects all parents to act as positive role models, treating each other and staff with respect at all times.

7 Monitoring and Review

- 7.1 This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy on request.
- 7.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They will do this by discussing any incidents of unacceptable behaviour with the Headteacher. Governors may also analyse information with regard to gender, disability, age and ethnic background of all children involved in incidents.

Date of Policy: September 2016

Reviewed: July 2017

Next review: July 2018